

The Nova Scotia Experience How Not to Rationalize the Universities

AT A PRESS CONFERENCE IN Halifax on August 29 "Rationalization of the Nova Scotia Universities" was released — a CAUT commissioned report that criticizes the Nova Scotia Government's rationalization of the province's universities between 1991 and 1996.

The authors of the report concluded the rationalization exercise was ill-conceived, consumed immense quantities of the time and energy of administrators, staff, and faculty, and yielded only minor benefits. It produced a paper blizzard that suggested a lack of clarity from beginning to end. The CAUT report suggested this was a classic example of top-down management and bureaucratic overkill. "In Nova Scotia," they said, "an old-fashioned bureaucratic model characterized by a strict hierarchy held sway." Those in charge assumed amalgamations and the like would necessarily make academic sense and save money. But, they noted, "in the age of the Internet and the web site people do not all have to


be herded into one place in order to do creative work... Consequently it seems odd that just as the computer seems likely to dissolve old-fashioned bureaucracies, the Nova Scotia Government developed a love affair for them."

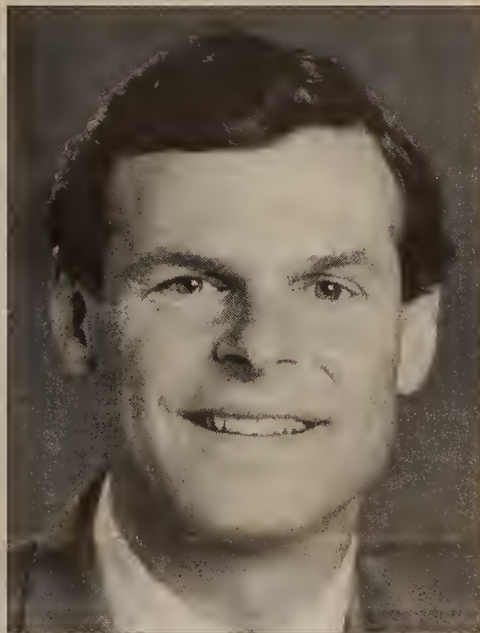
One of the problems, the authors suggest, was the widespread view in the university community that the Nova Scotia Council on Higher Education (NSCHE), which was responsible for the rationalization exercise, "... operated as a section of the Department of Education, but pretended otherwise, thereby raising suspicions about the process of rationalization." Coopers and Lybrand eventually recommended that this de facto situation become a legal reality — a result almost unanimously opposed by the university community which wanted an independent agency to give fair-minded advice to the government.

A set of subject reviews took place during this period. The CAUT report found difficulty in accepting the value of these re-

views, for it was never clear to participants whether the criterion was merit or political/bureaucratic expediency. The report suggests the solutions — particularly in the review of education — were political. Universities that recognized this from the start did better in the rationalization sweepstakes. Nor was it clear whether reviews would be backed by serious academic research. Those who assumed these reviews were research exercises sometimes found, too late, how wrong they were.

The report also found the education review itself to be unfair because it allowed the stakeholders in the school system to make public written representations about the teacher training programs in universities and then to give quite different views in private interviews without those affected knowing

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CAUT Responds to Tri-Council Code

THE FEDERAL GRANTING agencies — the Medical Research Council, the Natural Sciences and Engineering Research Council, and the Social Sciences and Humanities Research Council — have issued the third and final report of the tri-council working group on ethical conduct for research involving humans.


The final report proposes a single code of ethics for all research involving humans. The code of ethics would not only cover researchers funded by all three councils but also any other research undertaken by employees of universities. The final version of the code will be adopted by all three councils and will be enforced by local research ethics boards

whose membership is also laid out in the code.

The report is the result of a complex exercise initiated by the councils in 1994 to replace the existing codes of MRC and SSHRC.

The working group began with an issues paper in 1994 followed by the first and second versions of the proposed code in 1996 and 1997. Both the 1996 and the 1997 versions produced vigorous controversy — the 1996 version alone generated more than 2,000 pages of comment from 260 different sources.

The councils are now conducting a final consultation process

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Rationalisation des universités de la Nouvelle-Écosse


LORS D'UNE CONFÉRENCE DE presse donnée le 29 août dernier, l'Association canadienne des professeurs et professeurs d'université a rendu public le rapport d'un comité d'enquête intitulé *Rationalization of the Nova Scotia Universities* qu'elle avait commandé sur la rationalisation des universités de la Nouvelle-Écosse effectuée par le gouvernement de cette province de 1991 à 1996.

Les auteurs du rapport concluent que la rationalisation a été mal conçue, qu'elle a exigé d'énormes sommes de temps et d'énergie de la part des administrateurs, du personnel et des professeurs et qu'elle n'a rapporté que de maigres avantages. Le processus a provoqué une avalanche de documents supposant

un manque évident de clarté pendant toute sa durée. Selon le rapport de l'ACPPU, il s'agit de l'exemple classique d'une gestion descendante et d'une bureaucratie exagérée. «En Nouvelle-Écosse, un modèle bureaucratique caractérisé par une hiérarchie stricte domine», déclarent les auteurs. Les dirigeants, selon les auteurs, ont présumé que les fusions auraient nécessairement du sens du point de vue universitaire et qu'elles permettraient d'économiser de l'argent. Ils font toutefois remarquer qu'à l'ère de l'Internet et des sites W3, les gens n'ont pas besoin d'être regroupés tous au même endroit pour être créatifs. «Il est donc étrange, alors que l'ordinateur semble faire disparaître les bureaucraties désuètes,

que le gouvernement de la Nouvelle-Écosse soit tombé en amour avec elles.»

Dans la collectivité universitaire, il était répandu de croire que le Nova Scotia Council on Higher Education (NSCHE), organisme responsable de la rationalisation, fonctionnait comme une section du ministère de l'Éducation. Il prétendait toutefois le contraire, soulignant ainsi des doutes sur le processus de rationalisation. Pour les auteurs du rapport, cette attitude a été l'un des problèmes de la rationalisation. Coopers et Lybrand ont en fin de compte recommandé que cette situation de fait se concrétise,

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TechBC Focus

Last spring the British Columbia government passed legislation to create the new Technical University of British Columbia. The government decided not to include the new university under the British Columbia University Act. It also decided that there would be no senate, no tenure, and no academic freedom as understood in the Canadian academic community. This was done over the protests of the Confederation of University Faculty Associations of British Columbia, the College Institute Educators' Association of British Columbia, and CAUT.

In response the CAUT executive authorized a boycott of TechBC, spearheaded by a resolution approved by the executive committee on June 19, 1997. This has produced extensive publicity in British Columbia. Faculty associations across the country have reacted as well, and we have reproduced excerpts from their letters to British Columbia Education Minister Paul Ramsey and to Ron Dickson, Chair, Interim Governing Board, Technical University of British Columbia. See *Letters* pages 2-6-7.

UBC Graduates Oppose TechBC

The Alma Mater Society of UBC has joined forces with British Columbia's three faculty associations in opposing the new Technical University of BC. The society is concerned that the new university will not have an academic senate. "Without a senate, the board of governors and the provincial government will have the power to direct the research and teaching priorities of the university," said Ruta Fluxgold, society vice president. "This violation of academic freedom directly undermines the purpose of a university." The AMS is urging Premier Glen Clark and Education Minister Paul Ramsey to reconsider the creation of TechBC in its present form. The AMS is the official representative of over 30,000 students at the University of British Columbia. Information: (604) 822-8131.

ON THE WEB

Canada's newest university is under an academic cloud as the result of a boycott by the national organization of university professors. CAUT is warning potential employees that unlike other universities, the Technical University of British Columbia (Tech BC) does not provide academic staff with an assured role in determining and directing teaching and research.

Sanctions include recommending to "faculty associations across Canada, and to faculty members elsewhere in the world, that they not take academic or administrative appointments at the Technical University of British Columbia until such time as its governance arrangements include the provision of an academic Senate or its equivalent, and as its legislative basis removes threats to academic freedom."

Resolution on Bill 30 — 1997 Technical University of British Columbia Act, approved by the executive committee, Canadian Association of University Teachers, June 19, 1997, is now available at www.caute.ca

"There is no academic freedom at Tech BC. The legislation is quite explicit in this respect. Faculty members at this institution will have to go cap-in-hand to the board of governors to receive approval for research projects."

— Bill Bruzau, President
Canadian Association of University Teachers

For further information visit the Tech BC boycott web site: <http://cutfbcbarbours.ca/tube/index.html>



Across the country, professors oppose legislation to create TechBC

... The traditions of collegial academic decisionmaking in a context of the freedom to pursue inquiry wherever it leads without the constraints of received opinion or deference to prescribed doctrine or fear of arbitrary dismissal have served universities in the free world well. The complete abrogation of these traditions suggests that the intention is not to create a university but, rather to create a publicly funded trade school competing with the private sector and arbitrarily credentialing the product with something called, but not resembling, an academic degree ... Paul M. Woodard, President, Association of Academic Staff, University of Alberta

... We are writing to add the voice of faculty association members at British Columbia's newest university, the University of Northern British Columbia, to the alarm raised by CUFA/BC and CAUT with regard to the formation of the so-called Technical University of BC ... Kate Lawson, President, Todd Whitcombe, Vice-President, University of Northern British Columbia Faculty Association

... While we have no objections to a university devoted to science and engineering, we do object to the way this institution is being created ... Serge Jolicoeur, président, Association des bibliothécaires et des professeurs de l'Université de Moncton

... I am writing to you on behalf of the faculty members and librarians at the University of Toronto to request that you immediately take steps to alter the structure of your institution to bring it up to the standards which are expected of any educational institution which purports to be a "university" ... William Graham, President, University of Toronto Faculty Association

... The University of Waterloo started roughly forty years ago with academic goals somewhat similar to what I understand your basic goals are for TUBC. It was to be essentially an engineering school, or a technical university if you will, which would support science and arts faculty members only in the ancillary roles of providers of much of the fundamental knowledge needed by aspiring engineers. It did, however, quickly become a full-fledged university, with six separate academic faculties, and nearly 700 faculty members. It has outstanding faculties of engineering, mathematics and science, a strong faculty of arts, and two small but strong faculties of environmental studies and applied health sciences. The interaction of faculty researchers with industry is perhaps second to none in this country, and the number of spin-off companies and technologies is well known to be without equal in Canada. In short, this institution in Ontario does much of what you want TUBC to achieve in British Columbia, but it does it with proper protection of academic freedom and tenure ... F. R.W. McCourt, President, Faculty Association, University of Waterloo

... TechUBC is described as being for the less educated BC residents and will be taught largely through the Internet to provide training for young people for the technology jobs of the new economy. Much of the remainder will be apprentice learning on work sites, rather than classrooms. TechUBC as described is not a university in the sense of Canadian universities in general but is more like a correspondence school or vocational or technical school for mechanics, welders, electricians and secretaries. For the teaching staff, it will be a job, not a career. In my opinion, most of the graduates with doctorate degrees will be loth to involve themselves in what is fated to become an intellectual backwater, teaching yesterday's concepts from yesterday's texts, devoid of new ideas and developments and frustrated by the ever changing demands of external political managers and industrial partners. I recommend that the concept be revised or renamed the BC Technical School. If those responsible for developing this technical correspondence school insist on the pretence that TechUBC will be the academic equivalent of a university, in spite of all the evidence to the contrary, then I would support the imposition of a boycott if that is what is required to prevent the public from being misled by this proposal ... Malcolm Baines, Microbiology and Immunology, McGill University

... On behalf of the Queen's University Faculty Association, I am writing to express strong opposition to your attempts to found a "university" with no academic senate. In fact, without the latter there is no former. A university is so named because of its catholicity of training and education, something that is assured when an academic senate builds a curriculum on broad academic principles, rather than the goals of private enterprise and minority self-interest. I am particularly surprised that an NDP government would undertake this kind of project. An academic senate represents freedom of thought and speech, promotes critical rather than instrumental learning, and fosters social awareness rather than the mere pursuit of financial gain. It was my understanding that all these were fundamental to NDP philosophy ... Frank Burke, President, Queen's University Faculty Association



LETTERS continue...
COURRIER suite aux... Pages 6 & 7

COMMENTS?
QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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BULLETIN

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BARGAINING & BENEFITS

Ireland's New University Act

Academic Freedom & Tenure Guaranteed

THE NEWLY MINTED IRISH Universities Act now guarantees tenure for permanent academic staff and academic freedom for all academic staff — two of many changes to the legislation vigorously lobbied for by the Irish Federation of Teachers. According to the federation, the process of lobbying was greatly assisted by the minority status of the government in the upper house of the Irish parliament.

The omnibus bill replaces the former Universities Act which had been passed by the British Parliament in 1908.

Academic Freedom

On academic freedom, the Act states that a university shall have the right and responsibility to preserve and promote the traditional principles of academic freedom in the conduct of its internal and external affairs. It goes on to say that "a member of the academic staff of a university shall have the freedom, within the law, in his or her teaching, research, or any other activities either in or outside the university, to question and test received wisdom, to put forward new ideas and

state controversial or unpopular opinions and shall not be disadvantaged, or subject to less favourable treatment by the university, for the exercise of that freedom."

The federation also wanted the related concept of autonomy spelled out in this section of the Act and was successful in this regard. The Act states that each university "shall be entitled to regulate its affairs in accordance with its independent ethos and traditions and the traditional principles of academic freedom...and, if, in the interpretation of this Act, there is doubt regarding the meaning of any provision, a construction that would promote that ethos and those principles and traditions shall be preferred to a construction that would not so promote."

Tenure

The proposed draft legislation originally classified academics, along with everyone else engaged by a university, as employees and said that employees could be suspended or dismissed at will. The government argued that nothing in its legislation prevented universities from offering tenured status. However,

the legislation was subsequently amended to classify academic staff as "officers" of the institution and explicitly stated that no one could be suspended or dismissed except through procedures set out in the university statute which must provide for the tenure of academic staff. The language of the legislation distinguishes tenure from normal permanent employment. The federation considers that tenure is now on an even firmer footing than in the 1908 Act.

Religious Belief

The Act reincorporates the language of the 1908 legislation which stated that "No test of religious belief shall be imposed on any person as a condition of his becoming or continuing to be" a member of the academic staff and repeals the sections which allowed religious tests in theology or divinity and required the academic staff to be respectful of the religious opinions of students.

Assessment

The Act requires that each university shall evaluate at regular intervals, not less than once every

ten years, departments, faculties and services of the university. This shall be done in the first instance by the employees and by persons, other than employees, who are competent to make national and international comparisons on teaching, research and the services of the university. Those using the academic or other services of the university shall make assessments as well. The university shall provide for the publication of the results in a form and manner it thinks fit.

Equity

The new Act states that in university charters there shall be a provision stating its policy on the pro-

motion of equality of opportunity among students and employees.

Governance

The Act requires the election to the governing bodies of universities of not less than two or more than six full or associate professors, not less than three or more than five elected representatives of the other permanent academic staff plus elected representatives of the non-academic staff, undergraduate and graduate students.

Separate legislation on the governance of Trinity College (Dublin) is expected in December although all the other provisions of the Act will apply to it. ■

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1998

This Fall in the House of Commons

Federal Government to Change Canada's Pension System

FEDERAL FINANCE MINISTER Paul Martin's proposed reforms to the Canada and Quebec Pension Plans (CPP/QPP) loom large on this fall's parliamentary agenda. Mr. Martin's package also establishes the new Seniors Benefit to replace the existing Old Age Security/Guaranteed Income Supplement (OAS/GIS) benefits in 2001. This draft legislation fundamentally changes Canada's pension system and will have a dramatic effect on government pension benefits for all retirees.

Under the proposed legislation CPP premiums will rise over the next five years to a maximum of 9.9 per cent of insurable earnings by the year 2003. CPP premiums are now 5.85 per cent (split equally between employer and employee) of insurable earnings to a maximum of \$35,800. Both disability and retiree benefits will be cut under the amended program, which is scheduled to become effective January 1, 1998.

The government also intends to establish an investment board to manage CPP funds to be invested in public financial markets. Historically, the government lent CPP monies at attractive rates to the provinces.

Of extreme importance to Canadians is the proposed new Seniors Benefit, which was unveiled in the 1996 budget. Only those who turn 65 after January 1, 2001 will be affected directly by the elimination of the OAS/GIS. Once in the new system, single seniors will no longer receive government assistance when their annual income exceeds roughly \$52,000 and senior couples will no longer receive assistance when their annual combined income exceeds \$78,000. Under the existing OAS, absolute clawback occurred at \$78,000 per senior regardless of family or household income.

The new legislation is being criticized by some as discouraging retirement savings and detrimentally affecting the future of middle-class retirees.

Mr. Martin continues to meet with various lobby groups to discuss this legislation. As a member of the Retirement Income Coalition CAUT has joined influential seniors' and other associations in those discussions. Last spring CAUT participated in the Canada-wide CPP/QPP consultations and presented a number of recommendations to the government and will now examine closely

the updated draft legislation on the Canada Pension Plan in light of its input. ■

At its meeting in late September, the CAUT Executive Committee undertook to include the immediate issue of the new Seniors Benefit in its lobbying efforts.

Background: CAUT Bulletin reports March 1997.

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UVic Accused of "Moral Shabbiness"

THE UNIVERSITY OF VICTORIA provoked a brief and vigorous row when it decided that it would offer an honorary degree to China's President, Jiang Zemin. The decision was made by the Senate in a 26-9 vote. By offering a degree to the Chinese President, Victoria clearly hoped to cash in on the Asia Pacific Economic Cooperation summit in British Columbia. The President was destined to receive the degree in November when he was attending the summit.

University of Victoria students immediately protested. "We're outraged, we're stunned" said student union president Anita Zaenker. The students argued that President Jiang had been involved in the ongoing arrests, deaths, and disappearance of students and journalists in China. More particularly they regarded him as one of the architects of the massacre of students in Tiananmen Square. The

student leadership promised demonstrations and walkouts if the university persisted in its offer.

David Strong, the university's president, defended the decision. He said that the university was recognizing the economic and civil reforms made by President Jiang, and he argued that the action of the university would advance human rights in China.

The media were especially hostile. "What possesses the Senate of the University of Victoria," said the *Vancouver Sun*. "Let UVic show real guts. Let it confer an honorary degree in *absentia* on a brave democrat in Mr. Jiang's wretched prisons ... Let it ponder the irony — or the parallel? — that the young student leaders on its campus, like the young at Tiananmen Square, exposed ... moral shabbiness."

President Jiang has refused the honorary degree. ■

Rationalisation des universités de la Nouvelle-Écosse

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ce à quoi la collectivité universitaire s'est opposée unanimement car elle préférerait un organisme indépendant pour conseiller équitablement le gouvernement.

Plusieurs évaluations de disciplines ont été effectuées au cours de cette période. Les auteurs du rapport de l'ACPPU ont de la difficulté à accepter la valeur de ces évaluations car les participants n'ont jamais eu la certitude que les critères utilisés se fondaient sur le mérite ou sur l'opportunisme politique et bureaucratique.

Le rapport laisse entendre que les solutions, en particulier l'évaluation des sciences de l'éducation, étaient politiques. Les universités qui l'ont reconnu dès le départ s'en sont mieux tirées. Il n'était pas clair non plus que ces évaluations étaient étayées par des recherches universitaires sérieuses. Ceux qui ont présumé que ces évaluations étaient des exercices de recherche ont constaté, parfois trop tard, à quel point ils s'étaient trompés.

Les auteurs du rapport estiment que l'évaluation des sciences de l'éducation, en particulier, a été injuste parce qu'elle a permis aux intervenants du système scolaire de présenter des mémoires publics sur les programmes de formation des enseignants dans les universités puis d'émettre en privé des opinions assez différentes sans que les personnes touchées ne soient informées de ces critiques.

Les auteurs du rapport de l'ACPPU sont d'avis que ces critiques confidentielles ont eu une incidence sur la fermeture de l'école des sciences de l'éducation de l'Université Dalhousie. Par le passé, des membres de l'école avaient critiqué le système scolaire primaire et secondaire de la Nouvelle-Écosse. Les auteurs du rapport ont constaté que, pour de nombreux Néo-écossais, cette fermeture visait à punir l'université pour ses positions radicales passées. Cette mesure était injuste et a fait conclure aux chercheurs universitaires de la Nouvelle-Écosse qu'ils valaient peut-être mieux pour eux de se consacrer à la défense du statu quo plutôt que de risquer d'offenser des intérêts puissants susceptibles de riposter lors de rationalisations futures. Selon l'ACPPU, ce message est regrettable.

La transition en éducation a également été inquiétante. Bernard Shapiro, président de l'évaluation des sciences de l'éducation, a d'abord recommandé que tous les professeurs permanents touchés aient le choix de déménager aux nouveaux centres fusionnés ou d'accepter un rachat d'emploi. En réalité, les professeurs n'ont pas eu le temps de réfléchir à l'offre et ont dû accepter un rachat sans recevoir l'assurance d'un emploi futur s'ils

déclinaient l'offre. Il n'y a pas eu de véritable choix.

Tout le monde perd des plumes dans ce processus d'après les auteurs du rapport. Les recteurs des universités n'ont pas réussi à mettre en oeuvre les recommandations faites au début des années 1990 et ont encouragé l'ingérence du gouvernement, ce qu'ils ont tout fait de regretter par la suite.

Les associations de professeurs et l'ACPPU ont été écartées efficacement. Elles n'ont pu investir les efforts suffisants pour défendre les membres pris dans l'engrenage bureaucratique. Le NSCHE a créé un monstre bureaucratique qui a absorbé les énergies du système universitaire pendant plus de cinq ans et qui a donné peu de résultats utiles.

Bien que le gouvernement se soit employé à réduire les budgets des universités, il ne s'est jamais préoccupé de trouver de vraies économies nettes (s'il y en a eu) réalisées grâce à ses efforts. Cela est particulièrement étrange si l'on ajoute les coûts annuels engendrés par la création du Nova Scotia Council on Higher Education et si l'on tient compte du fait que la Commission de l'enseignement supérieur des provinces Maritimes existe déjà depuis longtemps. De plus, personne ne semble avoir estimé le coût en heures-personnes dans le cas des administrateurs et des professeurs qui ont rédigé des réponses aux incessantes demandes du Conseil.

Les auteurs offrent des conseils pour l'avenir. Aux universitaires des quatre coins du pays, ils affirment qu'il leur faut une représentation forte, politiquement astucieuse et active à Ottawa et dans les capitales provinciales.

Ils recommandent aux ministres de l'enseignement supérieur de dire dès le départ qu'ils veulent fusionner des programmes ou l'équivalent. Ils devraient ensuite créer une commission publique vraiment indépendante pour faire la recherche, entendre les parties intéressées, conseiller s'il s'agit d'une bonne idée, et, le cas échéant, suggérer des choix pratiques. Les conseils et la décision du ministre devraient être débattus à l'Assemblée législative et à l'échelle de la province dans un délai raisonnable. Le gouvernement devrait ensuite prendre une décision pour laquelle il serait responsable devant l'électorat aux prochaines élections.

L'ACPPU a distribué le rapport deux fois aux parties intéressées. Janet Halliwell, ex-présidente du Nova Scotia Council on Higher Education, a préféré discuter avec les auteurs de la méthodologie du rapport plutôt que de faire des commentaires sur des points précis. Elle a déclaré cependant que le rapport du comité d'enquête était discutable et

que l'échéancier serré avait été dicté par le ministre et non par elle ou le Conseil. En février 1997, Marilyn Gaudet, la présidente intérimaire du Conseil, a également refusé de commenter le rapport en déclarant qu'elle n'était pas d'accord avec la démarche et les conclusions. Le ministre de l'Éducation de la Nouvelle-Écosse, M. Robert S. Harrison, a adopté la même position. Le professeur David Cameron, président intérimaire de la Commission de l'enseignement supérieur des provinces Maritimes, a écrit que le rapport était choquant, inexact et insultant et qu'il était «l'invention d'une imagination infime». Aucune de ces personnes n'a offert de rectifier les faits.

D'autre part, l'ex-recteur de l'Université St. Francis Xavier, David J. Lawless, a estimé que le rapport avait des mérites et qu'il approuvait la conclusion selon laquelle l'évaluation des sciences de l'éducation était un exemple horrible. Selon lui toutefois, le rapport, à l'instar de tout le processus, s'attardait surtout aux universités de Halifax. Le cours de l'exercice de rationalisation a très bien pu être influencé par la bataille entre les universités Saint Mary's et Dalhousie au sujet de la mise sur pied du programme de l'administration des affaires, a-t-il ajouté.

Selon le président de l'association des professeurs de l'Université Sainte-Anne, le rapport a exprimé des plaintes et des frustrations des professeurs, en particulier l'aspect confidentiel et la maladresse du processus, par trop évident à cette université. Il s'est également identifié aux frustrations des personnes qui ont travaillé d'arrache-pied aux évaluations internes, aux énoncés de missions et de perspectives d'avenir, et qui les ont vu ensuite être repoussés.

Après la conférence de presse, les associations de professeurs de Nouvelle-Écosse se sont réunies officiellement. Elles ont convenu de se rencontrer officiellement à l'assemblée du Conseil de l'ACPPU de novembre pour examiner les mesures qui pourraient découler du rapport. ■

Le comité d'enquête de l'ACPPU sur la rationalisation des universités de Nouvelle-Écosse était composé de Gerald Clark (sciences de l'éducation, Université du Nouveau-Brunswick), président, de June Chaikelson (psychologie, Université Concordia) et de Mark Graesser (sciences politiques, Université Memorial, Terre-Neuve).

On peut joindre par courrier électronique le professeur Gerald Clarke, président du comité d'enquête, à gclarke@unb.ca.

Des exemplaires du rapport intégral sont disponibles auprès de l'ACPPU au prix de 10 \$ (TPS en sus).

Un résumé de six pages est offert gratuitement au secrétariat de l'ACPPU ou sur le site W3.ww3.ca/ucut.ca.

Behind every great teacher, there's a great teacher

University of Calgary professor awarded 3M Teaching Fellowship — Canada's most prestigious teaching award

Dr. Anthony Mann is one of the teachers behind the teachers. He's been working behind the scenes at The University of Calgary's Teaching Development Office, helping professors and graduate students enhance their teaching skills.

What makes Anthony such a great teacher? He's commented. He's prepared. He's knowledgeable. But as far as students are concerned, Anthony's genius really comes down to a simple human touch: always an open door, always a smile and always a kind word.

Anthony's commitment to teaching and learning not only shines in the eyes of his students, it sparkles in the awards on his walls. This fall, he adds to his nine teaching excellence awards a 3M Fellowship from 3M Canada and the Society for Teaching and Learning in Higher Education.

Established in 1986, the 3M awards program honours the best university educators in Canada. The University of Calgary is proud to congratulate Anthony for his outstanding dedication. He truly is a great teacher.



Anthony Mann
Division of Teacher Preparation
The University of Calgary

Anthony Mann joins the ranks of U of C professors who have been recognized by 3M Canada for their teaching gifts. Dr. Monica Schloder won a 3M Fellowship last year, the first immunology professor ever. And management professor and director of the Teaching Development Office, Dr. Robert Schulz was U of C's first 3M winner in 1987.

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The Nova Scotia Experience

FROM PAGE 1

about the private criticisms. The authors thought the decision to close the school of education at Dalhousie was influenced by those private interviews. Over the years some members of the school had been critical of primary and secondary schooling in Nova Scotia. The authors found many Nova Scotians thought Dalhousie was being punished for its radical past. This was both unfair and signaled to university researchers in Nova Scotia that they might better devote themselves to the defence of the status quo rather than risk offending powerful interests who might counterattack in any future rationalization. This, said CAUT, is an unfortunate message.

The transition in education was also unfair. Dr. Bernard Shapiro, chair of the education review, originally recommended all permanent faculty affected should have the option of moving to new amalgamated centres or of being bought out. Faculty were stampeded by the offer of buyouts — but without guarantees of future employment if they turned down the offers. In the event, no real choice was involved.

No one comes out terribly well in the eyes of the authors of the report. The presidents of the universities dropped the ball at the beginning of the nineties and invited government interference they rapidly came to regret. The faculty associations and CAUT were effectively sidelined and unable to do enough to defend the interests of members caught in the bureaucratic whirlwind. The NSCHE created a bureaucratic monster that sucked up the energies of the university system for more than five years with only minimally useful results. Although the government was devoted to cutting higher education budgets, it never bothered to find the true net savings (if any) produced by its efforts. This is especially peculiar if one adds in the annual costs of creating a Nova Scotia Council on Higher Education, in light of the fact there already is a longstanding Maritime Provinces Higher Education Commission. Furthermore no one appears to have estimated the cost in person hours of all those administrators and faculty who prepared responses to the endless requests of the Council.

The authors offer advice for the future. To academic staff across the country, they say that there is no substitute for strong, politically astute and active representation on behalf of faculty in Ottawa and the provincial capitals.

To ministers responsible for higher education, they suggest that if a minister wants program amalgamation or its like, he or she

should say so from the outset. The minister should then set up a truly independent and purpose-driven public commission to do research, to hear the interested parties, to give advice on whether it is a good idea, and, if appropriate, to suggest practical options. That advice and the decision of the minister should be debated in the legislature and in the province within a reasonable time. Then the government should make a decision for which it will take responsibility *vis-à-vis* the electorate at the next election.

CAUT twice circulated the report to the interested parties. Janet Halliwell (former chair of the Nova Scotia Council on Higher Education) preferred to debate with the authors the methodology of the report rather than to comment on the specifics, except to say that the report was flawed and that the speedy timetable was dictated by the Minister and not by her or her Council. In February 1997 the acting president of the Council Marilyn Gaudet also refused to comment, saying that she disagreed with the process and conclusions. Nova Scotia Education Minister Robert S. Harrison took the same position. Professor David Cameron, interim chair of the Maritime Provinces Higher Education Commission, wrote that the report was "offensive, inaccurate, and insulting" and could best be described as "figments of a vile imagination." None offered any corrections of fact.

On the other hand, the former president of St. Francis Xavier University, David J. Lawless, wrote: "Generally, I believe the report has merit and I particularly endorse the concluding remarks that the education review was a 'horrible example.'" However, he did think that the report, like the whole process, was mainly focused on the Halifax universities and that the course of the rationalization exercise may well have been heavily influenced by the war between Saint Mary's and Dalhousie over the development of business administration.

The president of the faculty association at Université Sainte Anne wrote that the report "...articulated many of our complaints and frustrations, for example with the secrecy and the heavy-handedness of the process (which was painfully in evidence on our campus) ... I also identify with the frustrations of those who worked hard on internal evaluations, visions and mission statements, only to have them brushed aside."

There was an informal meeting of the Nova Scotia faculty associations after the press conference. It was agreed that they would meet formally at the CAUT Council meeting in November to consider what actions might follow from the report. ■

University of Toronto Student Awarded CAUT Fellowship

THE SELECTION COMMITTEE for the J.H. Stewart Reid Memorial Fellowship is pleased to announce that Brian Carlos has been awarded the Fellowship for 1997-98.

Mr. Carlos is a PhD student at the University of Toronto, where he obtained his BA and MA degrees. His doctoral work is on medieval studies and his interests centre on questions of social and cultural identity and conflict and co-operation between different groups of the medieval Mediterranean. He has published several articles and conference papers. Mr. Carlos has also been distinguished by a number of scholarly awards including one from the Spanish Ministry of Foreign Affairs and the American Historical Association.



Brian Carlos wins Fellowship

Jean Becker, a PhD student at McMaster University, placed second in the competition and will be awarded the portion of the \$5,000

award that Mr. Carlos is unable to accept. Under the terms of the award the Reid Memorial fellow may not hold scholarships or awards that exceed \$16,000 in total, inclusive of the \$5,000 Reid Memorial Fellowship. Mr. Carlos is the holder of a SSHRCC Doctoral Fellowship in excess of \$14,000.

The Fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association.

The \$5,000 Fellowship is available to citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

Research Funding Pivotal to a Competitive Canada

CAUT HAS JOINED WITH THE Association of Universities and Colleges of Canada, the Canadian Consortium for Research, the Humanities and Social Sciences Federation of Canada, and the Canadian Graduate Council to propose a framework for action to the federal government for the funding of university research.

Last year CAUT, the Association of Universities and Colleges of Canada and the Canadian Consortium for Research drafted *Putting Knowledge to Work*, a series of policy recommendations for the federal government to deal with the funding crisis in university research. The government responded by announcing in the last federal budget the creation of the Canada Foundation for Innovation, designed to provide funding capital of \$800 million over the next five years for research infrastructure in universities and associated institutions.

The new coalition has switched focus to concentrate on support for research itself, researchers, and graduate students. In September the five organizations submitted *Sustaining Canada as an Innovative Society: An Action Agenda* to federal Industry Minister John Manley. In it they recommend the federal government increase the budgets of the Medical Research Council and the Natural Sciences and Engineering Research Council by 50 per cent and that of the Social Sciences and Humanities Research Council by 60 per cent over the next four years. They suggest that 20 per cent of these funds go to graduate students, 25 per cent to partnership programs with end-users and the remaining funds to research support programs that seek to ensure

that Canada has a broad base of research expertise.

The organizations also called on the government to strengthen the existing Intellectual Property Management Program of NSERC and to fund a new initiative for knowledge transfer in the social sciences and humanities called Community Research and Information Crossroads, a proposal put forward by the Humanities and Social Sciences Federation of Canada.

The plan also calls on the government to focus on research in a global economy. It points out that in order to prosper Canada must compete successfully on the international scene. In order to do this Canada must depend on informed strategies, and needs people who are truly knowledgeable about the economics, business structures, history, politics, cultures and languages of the rest of the world.

The action framework recommends "that the government recognize foreign area studies as a strategic research area and devote sufficient additional resources to establish the program" and that "additional resources be devoted to re-establish and strengthen" international collaborative research initiatives.

The document reminds the Liberal government of their repeated commitments to research and to science. It quotes a recent study commissioned by the National Science Foundation in the United States which revealed that 73 per cent of the papers cited in patents in the United States were the result of publicly-funded science. The study shows that this science is mainstream: quite basic, relatively recent, published in peer-reviewed journals, authored by researchers in universities and public

research establishments and heavily supported by public funding agencies such as the National Institutes of Health and the National Science Foundation. "This study plainly demonstrates that publicly-supported science is the driving force behind innovation and high tech industries. It also reveals that this industrial dependence on public science is growing rapidly, as innovation becomes increasingly driven by advances in scientific understanding."

The organizations point out that the contrast with the United States in terms of public funding is vivid. The Canadian government currently provides less support in real dollar terms for the three federal granting councils than it did in 1985. During the same period the U.S. government almost doubled its level of support for the National Institutes of Health, while increasing its support for the National Science Foundation by about one-third.

University research in Canada, the organizations say, is responsible for the production of \$76 billion worth of goods and services, fully 12 per cent of the Canadian GDP, as well as sustaining one million jobs in this country.

What Canada needs, say the organizations, is to reverse the current trend of cuts in federal research funding and to increase federal support for research and discovery. ■

The Canadian Consortium for Research, of which CAUT is a founding member, will meet with government officials, MPs and ministers in November to publicize the framework for action and to lobby for the inclusion of the recommendations in the next federal budget.



Professors see no guarantees at TechBC

... On behalf of the members of the University of Calgary Faculty Association, I wish to express our deep concern over your government's refusal to protect academic freedom and free speech for instructors and researchers at the new Technical University of British Columbia. Your government's refusal to establish an academic senate or provisions for tenure at the Technical University has a chilling effect on scholarly activity, not just at this university or in British Columbia, but throughout Canada. That a New Democratic government has taken such an oppressive, precedent setting move is especially troubling. Unless the situation with regard to the Technical University changes within the next few weeks, we have no choice but to advise our members and graduate students at the University of Calgary to boycott this University. We feel we have a duty to advise all current and future academics of these policies which are likely to harm their ability to teach and conduct research without inappropriate intervention. These are policies which could easily hinder their academic careers and should be avoided by young scholars at all costs. On behalf of the 1,400 academic staff members at the University of Calgary, we urge you to immediately reconsider your decision and protect academic freedom in BC ... M. Anne Stalker, President, The University of Calgary Faculty Association

... The legislation that established the Technical University of British Columbia contains provisions that profoundly compromise accepted principles of academic freedom. On behalf of the McMaster University Faculty Association and with the unanimous endorsement of its Executive, I am writing to express our disapproval of the legislation, and to urge that you and your government colleagues immediately take steps to eliminate the objectionable provisions ... Catherine Beattie, President, McMaster University Faculty Association

... As a citizen and an academic I am alarmed beyond measure by the proposals for the Technical University of British Columbia. The concepts of tenure and academic senate in my opinion, are inseparable from academic freedom and the right to free speech and inquiry. It is a matter of deep regret and serious concern that an NDP government would be the first in the land to do away with both. Closely linked to these are also the questions of faculty control over curriculum development and the right to do research in the areas of one's choice. I therefore request you to radically reconsider the proposed Technical University of British Columbia and its mandate and administration ... Sam Sankaran, Chair, University of Regina Faculty Association

... As presently constituted, the institution will not, remotely, be a university ... John C. Bear, President, Memorial University of Newfoundland Faculty Association

... While we are happy to have a sister institution devoted to science and engineering, we strongly believe that the lack of effective academic governance and tenure constitute a threat to academic freedom and free speech and is unprece-

dented in Canada. We also believe that our colleagues deserve the same standards of collegiality as exist elsewhere and fail to understand why they should not be so accorded simply on the basis of the focus of the university being on science and engineering ... E. P. Fitzgerald, President, Carleton University Academic Staff Association

... Academic freedom and tenure are as essential for the critical work of academic staff in applied sciences as they are in other fields. In order for university researchers and teachers to do meaningful research, to discuss freely new ideas and to examine and critique existing thinking, these staff must be able to work without institutional censure or political interference. World class technical universities — world class universities of all types — ensure these provisions in order to attract and retain the highest quality staff. Without explicit provisions which acknowledge these needs and provide these guarantees, your teachers and researchers will be relegated to the role of technicians ... Michael R. Thomas, President, University of Manitoba Faculty Association

TechBC administrator defends new institution

I was recently hired into the president's office at TechBC. Some of you may remember me as last year's president of the Dalhousie Faculty Association. I was at Dalhousie for six years, and involved with the faculty association for four of those six years. I believe that during that time I demonstrated my commitment to the founding principles of post-secondary education. I accepted a position at TechBC because I see it as an exciting new opportunity, both for myself and for the people of BC. I am absolutely convinced that those involved in the creation of TechBC are as committed to the principle of academic freedom as any academics I have ever met.

BC has one of the lowest participation rates in post-secondary education in Canada. The lower Fraser Valley, where TechBC will be situated, has the lowest participation rates in BC. Thus the idea for TechBC was born.

TechBC has a traditional board of governors (identical to the boards of UBC, SFU and UVic), a university council, and program advisory committees. Faculty and student participation exists at all three levels. Bill 30 was written to give TechBC a chance to evolve into a fully functioning university. The legislation gives the president and board greater powers than at BC's more traditional universities; however, this makes sense if you think about it rationally. The president and the board will initiate the planning processes which will eventually lead to the hiring of faculty and the admission of students. In the absence of faculty and students to staff the university council, the president and board will be responsible for the management of TechBC. Bill 30 permits many of the traditional academic powers of a senate to be delegated to the council at some point in the future once the requisite stakeholders are in place.

In the *TechBC* Warning ad printed in September's *Bulletin* CAUT says that Bill 30 does not offer the same protections for institutional autonomy contained in other university

statutes. This is blatantly untrue. Bill 30 makes provision for certain sections of the *University Act* to apply to the Technical University of BC. One of these is Section 48, which prohibits the Minister of Education from interfering in the formulation and adoption of academic policies and standards, the establishment of standards for admission and graduation, and the selection and appointment of staff.

Bill Bruneau (Editorial, September) claims that "faculty members at this institution will have to go cap-in-hand to the board of governors to receive approval for research projects." While the board has the power to "approve strategic programs and research directions and policies," it is ridiculous to imagine that the board would be involved in approving individual research projects. I think the larger issue here is that academics such as Bruneau and Robert Clift ("No Senate, No Tenure, No Academic Freedom," September) simply do not trust any president or board to manage their universities. CAUT has also falsely claimed that the board of TechBC will have "extraordinary power to establish, change or discontinue programs or program areas of the university without provision for the fair treatment of employees." At TechBC the president, in consultation with the university council, makes recommendations to the board for the establishment, change or discontinuance of programs. Yes, the board has final approval, but the boards at UBC, SFU and UVic also have final approval over program changes or discontinuance.

The program advisory committees were specifically designed to give business, industry, labour organizations, professional associations and other post-secondary institutions a chance to be involved in decision making processes at TechBC. We expect that the representatives from business and labour will be academics/professionals with expertise in the appropriate disciplines, not the CEOs of these organizations.

Communicating with the communities we serve is, I believe, a welcome change from the ivory tower mentality that universities have had for far too long. The best way to improve our image with the public is to involve community members in some aspects of decision making in our institutions and to learn to trust that their concerns for public education in this country are genuine.

Additionally, I think it is about time we started producing graduates who are readily employable. Students are becoming increasingly vocal in their call for cost-effectiveness in education and in efforts to ensure that their education serve them well in the "real-world." Part of our mission at TechBC is to provide the basis for lifelong employability. Students have a right to this, for after all, they are the central reason that universities exist.

In summary, I believe CAUT's reporting of the TechBC legislation has been one-sided and in at least one case, incorrect. Yes, the legislation does create an institution which differs in its governance structures from the more traditional universities in BC. The TechBC experiment is one which is long overdue and which Canadian academics should be watching with interest, not with fear and threats of reprisal.

E. JANE FEE

Academic Assistant to the President
Technical University of British Columbia

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CAUT sees no good grounds for backing down

The CAUT has no quibble with policies to improve participation rates in post-secondary education. Nor does the CAUT oppose new ways of organizing teaching and research in any field. We would not be opposed *on principle* to TechBC had the British Columbia government provided the new institution with the instruments of collegial self-government, with guarantees of academic freedom and tenure, and with an academic senate or equivalent. Indeed, we offered, many times, to discuss ways of attaining these objectives that would help the British Columbia government to get its way, and still respect the basic requirements of modern academic life in the developed world. Our offers were never taken up.

We suggested, for example, a phase-in period for TechBC. We had in mind something of the kind that worked during the foundation years of the University of Northern British Columbia. A "phase-in" would have permitted TechBC to begin operation, but would have meant that TechBC would not become a fully functional university until it had met all three of the basic requirements common to universities across Canada, and across the developed world.

The government of British Columbia was unwilling even to consider this option. The administration of TechBC has shown little interest in joining us to persuade the government to rescind the worst features of the TechBC legislation. It's ironic that a 21st-century institution is to be managed according to 19th-century industrial practice.

We do not question, and have never questioned the integrity of the people at TechBC. But we know very well the present cadre of managers will not always be in office. Bad governance structures at TechBC will live on. Dr. Fee does not seem to understand that management, however good it may be, can never replace collegial governance.

How bad are TechBC's structures?

The legislation says (sec.8.2.a) the board will "approve strategic program and research directions and policies, including instructional program and research priorities, program objectives and desirable learning outcomes." The president will carry out the board's wishes (sec. 10.1), and estab-

lish "educational and research plans" (sec. 10.2). I cannot agree, therefore, with Dr. Fee when she suggests we are wrong to say that "faculty members will have to go cap-in hand to the board of governors to receive approval for research projects." She need only read the legislation governing her own institution.

Dr. Fee rightly says that there is to be a "council." At TechBC, the president may consult with the council (sec. 10.2), and may even delegate "a power" to that council (sec. 10.5). On the other hand, he may not.

What a contrast with a true academic senate! A true senate does not depend on presidential largesse for its powers. Its discussions are driven by educational considerations. Its proceedings are open, and its debates are expected to balance professorial, public, and student interests. At SFU or at Dalhousie, a senate might decide to open or to close an academic program for good educational reasons. At TechBC, where there is no senate, the board and president will open and close programs of teaching and research, depending whether those programs, in the opinion of the board, achieve the goals and mandate of TechBC (economic development of British Columbia [sec.2.a]).

When a professor-senator makes her arguments in a true senate, she needn't look over her shoulder at the board and president. She can speak without fear or favour, from her understanding of the educational requirements of students, and from her grasp of the long-term educational interests of the whole public. She is fearless because she has the protection of academic freedom and tenure.

A true senate's openness and transparency, and its responsibility to the requirements of the academic disciplines, together make it *accountable*. Through the senate, a true senate, the entire university thus becomes accountable. At TechBC, by contrast, accountability might well mean obedience in a hierarchical structure.

This last problem is worsened at TechBC by the fact that a majority of its board are to be government appointees. It is this feature of TechBC's structure that leads me to claim that TechBC will be subject to political interference. Dr. Fee's reference to Section 48 of the BC *University Act* (which promises the government will keep its hands off universities) is thus not very reassuring. For this, and all the reasons I have laid out, I see no good grounds in Dr. Fee's remarks for backing down or backing off the CAUT Executive Committee resolution of last June.

WILLIAM BRUNEAU

President, Canadian Association of University Teachers

TechBC: Warning

Academic staff and administrators contemplating employment at the Technical University of British Columbia [TechBC] should know that the legislation creating this institution does not offer protections for academic freedom and institutional autonomy contained in other university statutes. The CAUT believes that without such protections, academic staff will not have an effective and assured role in determining and directing teaching and research at TechBC.

If you are thinking of taking a job or a contract at TechBC, please contact: Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2. Tel: 613.820.2270, Fax: 613.820.7244, E-mail: acpu@caut.ca. For further information consult the TechBC boycott web site at <http://cufabc.harbour.sfu.ca/tubc/index.html>.



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CAUT Responds to Tri-Council Code of Ethics

FROM PAGE 1

before adopting a formal policy statement, concerning ethical conduct, in early 1998. The councils have asked three questions about the proposed code:

- Will the code enhance the protection of participants in research?
- Will the Code allow research to be carried out without unreasonable constraint?
- Will the Code provide effective mechanisms to review ethical requirements and enhance the accountability of universities, research councils and researchers?

CAUT's executive committee has reviewed the final report of the working group and has formulated a CAUT response.

The Controversy

One of the reasons for the controversy was the decision to create one code for all researchers. CAUT opposed this on the grounds that it would lead to the application of a medical code of ethics to social science, environmental and humanities research which was not only inappropriate but could lead to serious questions of censorship. Since the councils have rejected this argument CAUT has concentrated on improving the code — in particular focusing on procedural justice and questions of academic freedom.

The CAUT response recognizes that each successive version of the report has been a considerable improvement on the earlier ones, and that the final version has incorporated some important guarantees in the section on process regarding academic freedom.

The CAUT response also congratulates the working group on restricting the scope of the code to the living (a previous version included the dead) and for stating that research based on materials in the public domain, including archives, need not be reviewed by local research ethics boards. This was a serious concern of the Canadian Historical Association.

CAUT still has concerns about the "medicalization" of the process. CAUT recognizes the need for specific procedures to govern medical research, particularly given the terrible abuses that have occurred in the twentieth century.

However, certain aspects of medical ethics have a counter-productive effect when applied elsewhere. For instance, the code endorses the view that medical research should do no harm to individuals and should do them some good either immediately or in the future. The application of these concepts to public policy research or to literary criticism would be devastating, particularly since the code applies not only to individual research subjects but to all collectivities — including, specifically, governments and corporations.

Public policy research or environmental research may well harm those who are players in the political arena, and literary criticism is famous for its pungent attacks on living authors. Local research ethics boards would be forced by this code to enforce the "no harm" and "informed consent" rules on all researchers. CAUT has suggested wording to avoid this dilemma. It has also suggested that the code explicitly state that artistic criticism need not be reviewed by local ethics boards. Otherwise there will certainly be unreasonable constraints on research.

CAUT has been particularly concerned about the application of the code to collectivities. The CAUT response points out that the difficulty has arisen because the authors tried to generalize particular concerns about research on aboriginal peoples into a general code for all collectivities.

The result is an overwhelmingly strong tendency "...to define the rules in such a manner as to defend the status quo and the powers that be and to make it difficult to undertake critical research about these collectivities." Once again the "no harm" rule will apply as well as procedures that go a long way to-

wards giving the collectivity a veto over the research.

CAUT argues that governments, corporations and labour organizations do not need the protection of research ethics boards and may well, in fact, try to use those boards to suppress research about their activities. Universities could block research about themselves with these provisions.

The CAUT response notes that "there seems to be a great reluctance to say explicitly that when collectivities involve themselves in the public arena, their political, economic or social positions may be the subject of research without their consent or participation and may lead to negative conclusions about them." In an earlier letter CAUT described this section as "marshmallow liberalism."

CAUT recommends that the code not apply to governments or corporations. For example, it is hard to understand why any citizen in Canada would be able to write an unofficial biography of a living person except, of course, university professors who will be tied in knots by these rules.

Not is this approach restricted to Canada. It applies to all governments with the result that a researcher could not write a book on Saddam Hussein's dictatorship in Iraq based on private interviews with various exiles without approaching Hussein for his "informed consent" and without assuring an ethics board that no harm would come to Hussein or his government as a result. The powerful, as CAUT points out, have plenty of weapons, including libel and defamation, not to mention economic and political power. They do not need more.

In the view of CAUT, this section on collectivities should be restricted to research on aboriginal peoples and vulnerable minorities. Unless the changes suggested by CAUT are made, there will be serious and unreasonable constraints on university research.

The CAUT response recognizes that there have been signifi-

cant improvements in the procedural section of the document. All universities will be required to have research ethics boards and their composition is set out in the code. CAUT notes that the authors of the code have not taken into account the problem of creating such structures in small universities. It suggests either that small universities be allowed to recruit more outsiders on these boards or to band together with other small universities to create a single board.

The main objection of CAUT is that the board members will be appointed by the university president. CAUT believes this mechanism to be ineffective. The president should nominate the members but they should be appointed (and removed) with the advice and consent of the academic senate or equivalent senior academic body. Other nominations that conform to the criteria should also be acceptable.

If such procedures are not adopted both for the boards and for any appeals body, CAUT will take the view that these boards are simply part of the administrative structure of the university and subject to the grievance and arbitration procedure of local collective agreements.

CAUT welcomed the confirmation in the code that university research should be open and that university researchers should not undertake covert action on behalf of either the Canadian or foreign governments under the guise of university research.

The CAUT response suggested an additional caveat about research under authoritarian regimes whereby local research ethics boards should ensure that researchers working in such countries should take special precautions to maintain the confidentiality of data about individuals who are citizens of such countries and which might compromise them with their governments. "It is particularly important," said CAUT, "that Canadian scholars, from the safety of their own country, not publish or other-

wise disseminate research materials which could jeopardize the lives or freedom of individuals with whom they have worked on a research project under an authoritarian regime unless they have the express and verifiable consent of those involved." This change would enhance the protection of such research participants.

Peer Review

The research ethics board are supposed to review the ethical side of research projects in so far as they deal with human subjects.

Should they also review the quality of the research? There seems little disagreement that they should do so in areas of research that pose risk of harm above the threshold of normally acceptable risk.

But what about all the other research? Opinions differ by discipline, and the solution of the councils is to allow the boards to decide for themselves. CAUT disagrees. In disciplinary areas, where there is a tradition of examining scholarly quality in addition to ethical probity and professionalism, the boards should honour this tradition. Where, however, there is a tradition in a discipline whereby scholarly quality is assessed by peer evaluation separately from the board assessment of ethical probity and professionalism, that tradition should also be honoured. No change should be made in these traditions without the express consent of the members of the discipline in each university. CAUT sees no rationale for two sets of peer evaluation.

The CAUT response also notes the new procedures will impose considerable costs on the universities, particularly when the cost of the time of professional employees is considered. CAUT recommends that the councils approach the federal government for new funds to assist universities in creating these new structures. ■

Background: CAUT Bulletin reports September 1996, January 1997 & September 1997.

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Reminder

**CAUT COUNCIL MEETING
NOVEMBER 21-23, 1997
OTTAWA, ONTARIO**

PREPARE AND BOOK YOUR TRAVEL ARRANGEMENTS EARLY



Ontario Registration #1493989

CLASSIFIED ANNOUNCEMENTS

ACCOUNTING

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for at least one tenure track position in one or more of the following areas: (1) financial accounting; (2) managerial accounting; (3) auditing; (4) accounting information systems; and (5) taxation. Rank is at the Assistant or Associate level and is based on qualifications and experience. Visiting appointments are also possible. PhD or DBA completed or near completion required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. C.E. Moorman, Chair, Accounting Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V6. Closing date for receipt of

applications is November 30, 1997. Appointment date is open.

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for a tenure track position in management accounting at the assistant or associate professor rank. The candidate should have a PhD in accounting with a specialization in management accounting and have a publication record that demonstrates an understanding of, and commitment to, research in management accounting. The successful candidate will be responsible for teaching multiple sections of undergraduate and/or graduate-level management accounting courses. A sound understanding of the foundations and institutional environment of management accounting is necessary for these courses. Future graduate-level teaching assignments could include courses that focus on emerging issues in auditing. The salary range is commensurate with qualifications and experience. Appointment effective July 1, 1998. Send curriculum vitae and three letters of reference to be sent to: Dr. Howard Armitage, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with

Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for a tenure track position in auditing at the assistant or associate professor rank. The candidate should have a PhD in accounting with a specialization in auditing and have a publication record that demonstrates an understanding of, and commitment to, research in auditing. The successful candidate will be responsible for teaching multiple sections of undergraduate and/or graduate-level auditing accounting courses. A sound understanding of the foundations and institutional environment of auditing are necessary for these courses. Future graduate-level teaching assignments could include courses that focus on emerging issues in auditing. The salary range is commensurate with qualifications and experience. Appointment effective July 1, 1998. Send curriculum

vitae and arrange for three letters of reference to be sent to: Dr. Howard Armitage, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for a tenure track position in finance at the assistant or associate professor rank. The candidate should have a PhD in accounting with a specialization in finance and have a publication record that demonstrates an understanding of, and commitment to, research in finance. The successful candidate will be responsible for teaching multiple sections of undergraduate and/or graduate-level finance courses. A sound understanding of the foundations and institutional environment of finance are necessary for these courses. Future graduate-level teaching assignments could include courses that focus on emerging issues in finance. The salary range is commensurate with qualifications and experience. Appointment effective July 1, 1998. Send curriculum vitae and three letters of reference to be sent to: Dr. Howard Armitage, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for three tenure-track positions in the Accounting area commencing July 1, 1998. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. The specific areas of expertise sought for these positions are tax, managerial, auditing and/or accounting information systems. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The School has twenty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people. All positions are subject to budget approval. Please direct applications to: Dr. Robert Ellis, Associate Dean of Business Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave., W. Waterloo, Ontario N2L 3C5.

ANATOMY & NEUROBIOLOGY
DALHOUSIE UNIVERSITY — The Department of Anatomy & Neurobiology at Dalhousie University is seeking applications for a tenure track position to commence July 1998. Candidates must have a PhD or equivalent and have under-

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for three tenure-track positions in the Accounting area commencing July 1, 1998. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. The specific areas of expertise sought for these positions are tax, managerial, auditing and/or accounting information systems. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The School has twenty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people. All positions are subject to budget approval. Please direct applications to: Dr. Robert Ellis, Associate Dean of Business Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave., W. Waterloo, Ontario N2L 3C5.

ANATOMY & NEUROBIOLOGY
DALHOUSIE UNIVERSITY — The Department of Anatomy & Neurobiology at Dalhousie University is seeking applications for a tenure track position to commence July 1998. Candidates must have a PhD or equivalent and have under-

UNIVERSITY OF WINDSOR
Humanities Research Group
Visiting Humanities Fellowships
1998-1999

Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 1998-99 academic year. Scholars with research projects in traditional humanities disciplines or in theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sub-subsidized and those holding research grants, including post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the southwestern Ontario/Michigan region. Fellows are expected to work in residence at the HRG for the duration of the award and to deliver a public presentation on their research.

There is no application form. Letters of application should include a rationale for working with the HRG, a curriculum vitae, a one-page abstract, and a detailed description of the research project. Applicants should arrange to have three letters of reference sent directly to HRG before the deadline. Incomplete applications cannot be considered.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. The Fellowship is open to candidates internationally. Visa documents, if required, are the responsibility of the applicant.

Applications should be forwarded to: Dr. Jacqueline Murry, Director, Humanities Research Group, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4; phone: (519) 253-3000 ext. 3508, fax: (519) 971-3620; email: hrgmail@uwindsor.ca; homepage: <http://www.uwindsor.ca/research/hrg>

Deadline for applications is February 16, 1998

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Faculty of Medicine University of Toronto

Chair, Department of Public Health Sciences & Chair, Graduate Department of Community Health

The Faculty of Medicine of the University of Toronto is seeking one highly-qualified individual as both Chair, Department of Public Health Sciences and Chair, Graduate Department of Community Health. Public Health Sciences is a new Department that was created as a result of the merger of the Department of Preventive Medicine and Biostatistics and the Department of Behavioural Science. The Graduate Department of Community Health is the home of graduate programs for the Department of Public Health Sciences, Department of Health Administration, and the School of Physical and Health Education as well as the professional masters degree programs of the Department of Nutritional Sciences and the Department of Family and Community Medicine.

Members of the Department of Public Health Sciences and of the Graduate Department of Community Health are involved in active programs of research in public health areas and related disciplines including biostatistics, epidemiology, health promotion, health psychology and medical sociology. Education is a major commitment of the departments. Through the Graduate Department of Community Health, more than 450 students are enrolled in a wide array of research and professional degree programs. The Department of Public Health Sciences is also responsible for the Royal College residency programs in Community Medicine and Occupational Medicine as well as contributing to the education of undergraduate students in Medicine and the other health sciences. Strong relationships exist with public health units, research units in our teaching hospitals and major voluntary health groups.

The successful candidate will possess proven leadership skills, have demonstrated administrative abilities, be recognized as an accomplished teacher and have a strong record of achievement in research in a public health or related discipline.

Applicants should send a letter indicating their interest in the position and a current curriculum vitae no later than by November 15, 1997, to: Arnie Aberman, MD, Dean, Faculty of Medicine, Room 2109, Medical Sciences Building, University of Toronto, 1 King's College Circle, Toronto, Ontario, M5S 1A8 (telephone (416) 978-8313, e-mail: arnie.aberman@utoronto.ca).

The University of Toronto encourages applications from qualified men, women, members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.



SENIOR CHAIR, FOOD BIOTECHNOLOGY DEPARTMENT OF FOOD SCIENCE

The Department of Food Science seeks applications or nominations to fill a newly established, fully endowed, senior chair in Food Biotechnology. Appointment is expected to be made at the rank of Professor, but the possibility exists of appointing at the Associate Professor rank.

Biotechnology is rapidly transforming the food industry through new approaches to production, bioprocessing, preservation, and analysis with consequent impact on food quality, safety and composition. The establishment of this Chair will enable the Department of Food Science and the Faculty of Agricultural Sciences to build on existing strengths to become a leading centre for research and teaching in this field. The Department is seeking an individual, with an established reputation in food biotechnology, to lead this new thrust.

Candidates should have both a background in biotechnology, molecular biology, biochemistry, microbiology, animal or plant biotechnology or a related discipline, and proven research experience in recombinant DNA technology, fermentation or culture systems, and/or gene expression and regulation studies.

The successful candidate will be expected to establish a research group with a focus on creatively utilizing these approaches in addressing research questions relevant to foods and food systems. He/she will be expected to participate in the education of both undergraduate and graduate students in food biotechnology and to convey the technical concepts and risk/benefit perspectives of food biotechnology to external audiences.

There are many opportunities for collaboration in biotechnology with members of other units in the Faculty of Agricultural Sciences and in several other faculties. The University has a highly respected Biotechnology Laboratory, established and developed by Nobel Laureate Michael Smith, has several Networks of Centres of Excellence represented on campus, and has excellent, state-of-the-art facilities for a wide range of biotechnology research. The position carries with it some funding for infrastructure development.

Applicants should submit a curriculum vitae, names and addresses of three referees, copies of representative publications and a description of current scholarly interests to:

Dr. John Vanderstoep, Head
Department of Food Science
Faculty of Agricultural Sciences
The University of British Columbia
6650 Northwest Marine Drive
Vancouver, B.C. V6T 1Z4 Canada
Phone: (604) 822-5737; Fax: (604) 822-3959
E-mail: jvds@unixg.ubc.ca

The closing date is December 1, 1997. The anticipated starting date is July 1, 1998. Preliminary inquiries are encouraged. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CHAIR Department of Philosophy

The Department of Philosophy, College of Arts, seeks a Department Chair. The incumbent would assume administrative duties as well as take an active part in teaching and research at the level of Professor or Associate Professor, effective July 1, 1998. Although the area of specialization is open, the Department's most immediate needs are in the fields of the philosophy of science, the philosophy of mind and metaphysics. The Department is particularly interested in candidates who approach these areas with a broad-ranging perspective, and who are interested in pursuing inter-disciplinary initiatives across the University.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

Applications, including curriculum vitae, e-mail address, and the names of three referees, should be sent to: Carole Stewart, Dean, College of Arts, University of Guelph, Guelph, Ontario N1G 2W1

UNIVERSITY
OF GUELPH

taken at least two years of postdoctoral training. The candidate is expected to contribute to the Department's undergraduate and graduate teaching programmes, preferably in gross anatomy, neuroanatomy, histology or embryology. The candidate for the position will be expected to carry out vigorous and externally funded independent research. The successful applicant will be required to compete for peer-reviewed MRC or equivalent salary support under the sponsorship of the Department. Current research activities within the department include neurobiology, functional morphology and cell biology. More information concerning research activity in the Department can be found at <http://www.mcmaster.ca/med/cell>. Applications should include a curriculum vitae, representative articles, a summary of present research activities, an outline of future research directions and the names of three referees. Please apply to: Dr. A. Hopkins, Professor and Head, Department of Anatomy & Neurobiology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4R7. The application deadline will be December 30, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1. Closing date for applications is December 1, 1997.

ANTHROPOLOGY

MCMaster University — The Department of Anthropology at McMaster University invites applications for a full-time, tenure-track position in physical anthropology/human biology at the rank of Assistant Professor, effective July 1, 1998. As part of the newly designated McMaster's area area, Environments and Health through the Life-Course. Candidates must have a PhD in physical anthropology, an active field research program, and a strong research and publication record in one or more of the following areas relating to the environment and health, human adaptability, reproduction, health, child health, and the health of indigenous communities. The successful candidate will be a key player in devel-

oping new inter-disciplinary research projects in collaboration with other members of the strategic area and in developing new undergraduate and graduate research at the University. The strategic area is led by five Faculties — Science, Health Sciences, Social Sciences, Humanities and Engineering. Its focus is on population health through the life cycle with specific attention paid to the effects of social and physical environments. The successful candidate will be instrumental in bridging anthropological, epidemiological and biomedical approaches to health and the environment. The appointee is expected to teach undergraduate lecture and seminar courses in anthropology, contribute to MA and PhD teaching and supervision, carry out an active research programme leading to publications, and take on administrative responsibilities in the department. McMaster University encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, the notice is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be submitted to: Dr. Ann Herring, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada L8S 4L9. Tel: (905) 525-9140 ext. 23920; Fax: (905) 525-5992; E-mail: herring@mcmaster.ca. Closing date, December 15, 1997.

BIOCHEMISTRY

Dalhousie University — The Department of Biochemistry invites applications for a probationary tenure-track position at the rank of Assistant Professor. The objective of this initiative is to enhance research strength in the area of regulation of metabolic pathways with a focus on disease processes. Preference will be given to excellent applicants whose research interests fall within the research emphasis of the department: lipoprotein metabolism, molecular biology and protein structure/function. Applicants should have a PhD and at least two years of postdoctoral experience. The successful candidate will be expected to compete for external research and salary support during the initial appointment and

to participate in undergraduate and graduate teaching programmes of the department. Applicants should submit a curriculum vitae, two to three referees, a list of recent publications, a one to two-page statement outlining their research plans and names of three referees to: Dr. W. Carl Bredemeyer, Head, Department of Biochemistry, Faculty of Medicine, St. Charles Tupper Medical Building, Dalhousie University, Halifax, NS B3H 4R7. Closing date for receipt of applications will be December 31, 1997. The Academic Planning Committee will commence reviewing applications on December 1, 1997. Effective date of employment will be September 1, 1998. The University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with a disability, racially visible persons and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dalhousie University — The Department of Biochemistry invites applications for a probationary tenure-track position at the rank of Assistant Professor. The objective of this initiative is to enhance research strength in the area of regulation of metabolic pathways with a focus on disease processes. Preference will be given to excellent applicants whose research interests fall within the research emphasis of the department: lipoprotein metabolism, molecular biology and protein structure/function. Applicants should have a PhD and at least two years of postdoctoral experience. The successful candidate will be expected to compete for external research and salary support during the initial appointment and

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BIOLOGY

McGill University — The Department of Biology invites applications for a tenure-track position at the Assistant Professor level in the area of aquatic science. Preference will be given to candidates who combine a fundamental and applied approach to their research and who will complement a research group with strength in Limnology, Ecotoxicology, Marine Science, Fish Ecology and Conservation. The applicant must be a graduate of a recognized university and have a PhD. The development of the newly established McGill School of the Environment. The expected start date is July 1, 1998. The deadline for applications is December 1, 1997. The successful applicant will receive a curriculum vitae, a statement of research interests, and three letters of reference should be submitted to: Dr. Donald L. Kramer, Department of Biology, McGill University, 1205 Doctor Penfield Avenue, Montreal, Quebec H3A 1B1. E-mail: don.kramer@mcgill.ca. Telephone: (514) 398-6401; Fax: (514) 398-5069. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

BUSINESS

McGill University — Faculty of Management — Applications are invited for limited term appointments as Assistant Professor (special category) and Visiting Professor in the area of Management Science. Salary is commensurate with the candidate's qualifications and research record. The Faculty of Management has over 50 full-time faculty and offers B.Sc., M.B.A. and Ph.D. degrees. Apply in writing to: Prof. Allen Lee, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. Closing date to receive applications is October 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

Queen's University — School of Business — Applications are invited for limited term appointments as Assistant Professor (special category) and Visiting Professor in the area of Management Science. Salary is commensurate with the candidate's qualifications and research record. The Faculty of Management has over 50 full-time faculty and offers B.Sc., M.B.A. and Ph.D. degrees. Apply in writing to: Prof. Allen Lee, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. Closing date to receive applications is October 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

and experience. The effective date for each appointment is July 1, 1998. Applications will be accepted until the position is filled and should be submitted to: W. E. McKel, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (fax: (613) 545-2013) (e-mail: mckel@qmc.queensu.ca).

BUSINESS ADMINISTRATION / COMMERCE

Simon Fraser University — The Faculty of Business Administration, Simon Fraser University, invites applications for entry level tenure-track appointments in: Financial Accounting, Managerial Accounting, Organizational Behavior, Finance, and Marketing Management Strategy. A PhD in hand or near completion is required. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at both the undergraduate and graduate levels. Start date: September, 1998 or at a mutually agreed upon date. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Lawrence T. Finlayson, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Ave., Burnaby, British Columbia V5A 1S5 Canada. The search will close on November 28, 1997 or when the positions are filled.

BUSINESS & ECONOMICS

Wilfrid Laurier University — The School of Business & Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Finance, Policy, and Operations and Decision Sciences position. They are management of technology and/or management information system. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The School has sixty-five full-time faculty in Business, fifteen hundred undergraduate and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence both in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. University of Toronto's Employment Equity Policy encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples and persons with disabilities. Applications will be accepted until October 15, 1997. Salary commensurate with experience. Applications, consisting of a curriculum vitae, three confidential letters of reference, list of publications, a statement of teaching interests and a detailed research proposal should be sent to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

CHEMISTRY

University of British Columbia — The Department of Chemistry of the University of British Columbia is seeking to fill a tenure-track

opening at the assistant professor level starting July 1998. This position is in the area of synthetic organic chemistry. The position requires a PhD degree, postdoctoral experience preferably a proven research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to final budgetary approval and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1. Closing date for applications is December 1, 1997.

University of New Brunswick — The Department of Chemistry, Applications are invited for a tenure-track position at the assistant professor level to commence July 1, 1998, pending budgetary approval. Qualifications required include a PhD and postdoctoral experience in analytical chemistry. Demonstrated excellence in research and potential for effective teaching at the undergraduate and graduate levels are required. Candidates should submit a curriculum vitae, a list of publications, a research proposal which must be prepared in IGCSE form (101 forms), a statement of teaching philosophy (see Chair, Department of Chemistry, University of New Brunswick, P.O. Box 4522, Fredericton, NB E3B 6B3 Canada). Applications are to be sent to the Chair (3 letters of reference to be sent directly to the Chair). Review of applications will begin on December 31, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. **UNIVERSITY OF TORONTO** — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Experimental Physical Chemistry or related field, on or after July 1, 1998. Applicants should possess a PhD in excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach both the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. University of Toronto's Employment Equity Policy encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples and persons with disabilities. Applications will be accepted until October 15, 1997. Salary commensurate with experience. Applications, consisting of a curriculum vitae, three confidential letters of reference, list of publications, a statement of teaching interests and a detailed research proposal should be sent to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

CINEMA

Concordia University — The Department of Cinema announces a tenure track appointment in Film Studies beginning June 1, 1998. Salary and rank commensurate with experience and qualifications. A new area of research in Film Studies will be inaugurated at Concordia in September 1998. The Department of Cinema is seeking someone with a specialization in Quebec Cinema, or in Quebec and Canadian cinema to teach in both the graduate and under-

DIRECTEUR(TRICE) — Collège d'Alfred

Le Collège d'Alfred, qui fait partie de l'Université de Guelph, invite les candidatures pour combler le poste de directeur(trice) qui sera disponible approximativement le 1er janvier 1998. Le mandat d'une durée de deux ans pourrait être renouvelable. La personne choisie fera partie du corps professoral permanent. La nomination à ce poste dépend de l'approbation finale du budget.

Le Collège d'Alfred, fondé en 1981, est une institution d'enseignement en langue française. Il est situé sur la route 17, à mi-chemin entre Ottawa et Montréal. Il est au cœur des comités francophones de l'est ontarien. Il offre des diplômes et certificats de niveau technique en alimentation, en horticulture, en agriculture et en agriculture et développement international. Le campus, d'une superficie de 367 acres, comporte entre autres une résidence et un complexe sportif, une église laïque, une serre, une bibliothèque et un centre de sensibilisation à l'écologie. Un quarantaine d'employés donnent des services de formation, de formation sur mesure, d'éducation à distance, de recherche et de consultation à quelques milliers de clients dont 120 étudiants à temps plein. L'institution prend rapidement une envergure internationale et est de plus en plus renommée, particulièrement pour la qualité de son enseignement et sa recherche appliquée en environnement rural.

En étroite collaboration avec le doyen de la faculté d'Agriculture de l'Université de Guelph et le "Conseil communautaire du Collège d'Alfred" créé en vertu d'une entente formelle entre l'université et la communauté, la personne choisie devra mettre en œuvre un plan de croissance de l'institution. Le/la candidat(e) doit posséder un diplôme de deuxième cycle, avoir le plus haut niveau de compétence en français, parle et écrit, avoir une excellente connaissance de la collectivité franco-ontarienne agricole et rurale et pouvoir bien maîtriser l'anglais. La personne devra être en mesure de démontrer qu'elle possède une vaste expérience et qu'elle est capable de diriger, motiver et gérer une équipe de professionnels. Il ou elle devra créer une relation harmonieuse et dynamique avec les communautés tant sur le plan régional, national qu'international.

La date limite pour poser sa candidature est le 15 novembre 1997. Toute candidature sera traitée de façon confidentielle et doit être accompagnée d'un curriculum vitae ainsi que les noms et adresses de trois personnes en référence. Envoyer votre candidature à l'attention de Madame Carmen Lalonde, Collège d'Alfred, C.P. 2404, Alfred (Ontario) K0S 1A0. Pour toute autre information, vous pouvez communiquer au 613-679-2404.

Cette annonce s'adresse aux citoyens canadiens et aux résidents permanents selon les règlements d'immigration Canada. L'Université de Guelph adhère à un programme d'équité en matière d'emploi, lequel comprend certaines mesures visant à assurer la diversité au sein du personnel et du corps enseignant. Elle encourage les candidatures des autochtones, des personnes handicapées, de minorités visibles et des femmes.



DIRECTOR SCHOOL OF SOCIAL WORK

The Faculty of Arts, University of British Columbia, invites applications for the position of Director of the School of Social Work. The appointment, subject to budgetary approval, will begin July 1, 1998 and will be for a five-year term, renewable after review for a further five years. The Director will be the School of Social Work, the third oldest in Canada, offers accredited undergraduate (BSW) and post-graduate (MSW) programmes and participates in the Interdisciplinary PhD programme. The School is committed to promoting excellence in teaching, research, and community service. Its programmes are taught by 16 tenured faculty as well as seasonal appointments.

The Director is responsible for the academic standards and overall administration of the School. The School seeks from its Director creative approaches to programme delivery, the development of research with community partners, fund-raising ability and the capacity to participate in innovative and constructive ways in strategic planning in the Faculty. Candidates must hold a Doctorate and have a record of academic leadership, management and planning, demonstrated excellence in interpersonal skills, the ability to work effectively with and to motivate faculty, staff, and students, and demonstrated effective interaction with the larger university and professional communities.

Salary will be commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Letters of application (or nominations) addressing the qualifications for the position, a complete resume, and names, titles, addresses and telephone numbers of four references should be sent by **January 2, 1998**, to: Dr. Shirley Neuman, Dean of Arts, University of British Columbia, Vancouver, BC V6T 1Z1.



Dean, Osgoode Hall Law School

Applications and nominations are invited for the position of Dean of Osgoode Hall Law School of York University.

Osgoode Hall Law School, the Faculty of Law of York University, offers programmes leading to the Bachelor of Laws (LLB), Master of Laws (LLM), and Doctor of Jurisprudence (DJur) degrees, as well as joint degree programmes with the Schulich School of Business and Environmental Studies, and a Professional Development Programme.

The Faculty has 50 full-time members, who include leading scholars in their fields. Registration in the Law School numbers over 900 LLB candidates, over 400 full-time graduate students, over 400 part-time LLM students, along with a large continuing legal education programme for members of the profession. York has the largest law library in the Commonwealth.

Candidates for Dean should have academic qualifications and administrative experience which will enable them to provide leadership in the teaching, research and community service programmes of the school, and to assume responsibility for the school's budget, general administration, and future development. The appointment is for five years, commencing July 1, 1998.

Applications and nominations should be submitted by October 15, 1997 to: The Secretary of the Search Committee for the Dean of Osgoode Hall Law School, 8854 Ross Building, York University, North York (Toronto), Ontario, Canada M3J 1P3.

York University is implementing a policy of employment equity. Qualified women and men, Aboriginal Canadians, members of visible minorities and persons with disabilities are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

teaching programmes. The position will involve leading introductory undergraduate courses in the areas of film and television studies, and other topical topics courses. Candidates should be prepared to develop courses on the graduate level in the areas of film and television studies in addition to courses in Quebec and/or Canadian Cinema. Experience in the administration of film and television studies programmes is an asset. Located in the Faculty of Fine Arts, Concordia's cinema department has an arts centre which includes a large film production studio, a television studio, a computer animation programme. Film studies faculty help to develop undergraduate and often serve as advisors and project supervisors for student programmes. Applicants should hold a PhD in film studies or a related field. Classes at Concordia are taught in English. Good command of knowledge of French is required and bilingualism is a definite asset. At the letter of application, a cover letter should be submitted to: Dr. Eric D. Carrière, Rector, Dept. of Film-VIS, 3500, Concordia University, 3500, Avenue du Joliot-Curie, Québec, Canada H3G 1M6. In accordance with Canadian immigration regulations, priority will be given to persons who are citizens or permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, visible minorities, aboriginal minorities and persons with disabilities.

UNIVERSITÉ D'OTTAWA — Génie Informatique ou génie du logiciel. Dans le cadre d'un projet majeur de l'Université, l'école d'ingénierie en génie informatique et en génie du logiciel recrute deux professeurs à temps plein, agréés ou adjoints. Ces postes méritent à la fois les titres de compétence du (de la) candidate. Préférence est accordée aux détenteurs d'un doctorat en science informatique, en génie informatique ou en génie du logiciel. Le poste connexe, ainsi qu'aux candidats pouvant démontrer un potentiel en recherche et l'expérience en enseignement. Les candidats sont encouragés, tout particulièrement, à ceux qui exercent du génie du logiciel, en génie informatique ou en technologie de l'information, le bilinguisme (français et anglais) et la connaissance de la culture de l'école du logiciel. Le bilinguisme et l'admissibilité à l'ordre des ingénieurs professionnels de l'Ontario sont des atouts. Les candidats intéressés peuvent offrir présentement des programmes complets de baccalauréat, de maîtrise et de doctorat en génie informatique, en science informatique et en génie du logiciel. Ils peuvent aussi offrir une collaboration avec cinq autres universités, un programme de maîtrise avec spécialisation en génie informatique et en génie du logiciel, un doctorat en génie du logiciel et un doctorat en génie prévu pour 1995. Les candidats choisis devront faire preuve d'enthousiasme, d'excellence professionnelle et d'aptitude à travailler en équipe. Les candidats sont encouragés à nous offrir un environnement technologique de pointe et des installations modernes. Les candidats sont encouragés à nous offrir en temps réel l'orientation, le traitement d'images et de graphiques, les algorithmes de traitement parallèle et distribué, les applications multimédia, les applications de simulation, les applications de la vision, la simulation et l'optimisation. Certaines installations et méthodes sont adoptées aux programmes de génie informatique et en génie du logiciel. Centre de génie des télécommunications dispose d'installations de recherche en communication électronique ultrarapide ainsi qu'en applications de génie informatique et en génie du logiciel. 25 000 étudiants et 400 professeurs, l'Université d'Ottawa est la plus importante université de la capitale nationale. L'école d'ingénierie en génie informatique et en génie du logiciel bénéficie d'un soutien d'industries reconnues pour la qualité de ses institutions culturelles et récréatives, de la collaboration avec l'industrie des technologies de pointe. Examen des candidatures débutera en septembre 1994. Les candidats intéressés sont encouragés à nous offrir des lettres de recommandation et des lettres de soutien. Les lettres de soutien ne dépasseront pas le 1er janvier 1995. Toute demande, accompagnée d'un curriculum vitae, doit être envoyée à l'adresse suivante: M. Robert P. Probert, Directeur Adjoint, École d'ingénierie en génie informatique et en génie du logiciel, Université d'Ottawa, 145 Jean Jacques, Ottawa, Ontario K1N 6N5, Canada. Téléphone: (613) 562-5100. Télécopieur: (613) 562-5101. Fax: (613) 562-5102.


(Ontario) K1N 6N5. Ces postes sont assujettis aux approbations budgétaires. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite toute personne qualifiée, y compris les minorités visibles, les autochtones et les personnes handicapées, à postuler. Les candidatures féminines sont fortement encouragées.

THE UNIVERSITY OF OTTAWA — Computer or Software Engineering. As part of a major invitation by the University, the School of Information Technology and Engineering (SITE) implements, for two full-time students, a graduate study appointments at the assistant or associate levels. Rank and salary are commensurate with qualifications and experience. Candidates should have a B.Sc. in Computer Engineering, Electrical Engineering, or related discipline, and show evidence of strong research potential and excellence in teaching. We are especially interested in candidates with experience in Software Engineering, Computer Engineering, or Information Technology. The position in Software Engineering requires bilingual (English and French). Bilingualism and fluency in French is an asset. The School of Engineering in Ontario would also be an asset for the other position. The School currently offers a full suite of degrees at the Bachelor's, Masters and Doctoral levels in Computer Engineering, Software Engineering, and Information Technology, with, in collaboration with five other Universities, SITE offers a Master's degree with specialization

from referees. The closing date for applications is October 31, 1997. This position is subject to final budgetary approval. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

YORK UNIVERSITY – Faculty of Pure and Applied Science, Department of Computer Science. The Department of Computer Science is actively pursuing a policy of expanding its faculty and is currently accepting applications from both tenure-track and/or contractually-limited-term positions at the assistant professor level. Appointments could be made as early as January 1, 1998. The successful candidate is expected to be filled by July 1, 1998. One of the areas targeted towards software engineering, and the Department plan to increase its overall strengths and has particular interest in attracting faculty in the following areas: software engineering, compilers, programming languages, parallel systems, distributed systems, concurrent systems, networks, and other closely-related areas and research. Excellent candidates from both applied areas are also encouraged to apply. A recent doctoral degree in computer science is required. Applicants should send a letter of interest, curriculum vitae, and references to the Department Chair, for consideration. Excellent research and teaching at both the graduate and undergraduate levels. The Department

UNIVERSITY OF GUELPH — The Department of Computing & Information Sciences at the University of Guelph is seeking a full-time, tenure-track position of an Assistant Professor-level in support of its program in Applied Computing. The position is in a vibrant and growing teaching environment for high quality teaching, graduate student supervision and research in the areas of: computer graphics, data bases with proven research abilities, teaching potential and a Ph.D. in Computing Science. The successful applicant is expected to conduct research in the areas of: computer operating systems, distributed systems, compilation, structured, object oriented methodologies and/or more of the following areas: software development methodologies, operating systems, communications, distributed systems, artificial intelligence, information structures and algorithms. Graduate student teaching is important to the position. The position is part of a larger area of specialization. The appointments will commence January 1, 1994, or as soon as possible thereafter. The position is full-time with a teaching requirement, this appointment is directed to Canadian citizens and permanent residents. The position is full-time and the applicant is committed to an employment equity program.



The UNIVERSITY of Western Ontario
Direct

The University of Western Ontario
Director of Libraries.

The University of Western Ontario
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4.5 million items in other

The Director of Libraries is the provision of library resources; the continued information systems; the vices, and the Libraries' p
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that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All appointments are subject to final budgetary approval. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. J.G. Lindsay, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario N1G 2W1. Closing date for applications: November 15, 1997.

UNIVERSITY OF SASKATCHEWAN — Crop Science & Plant Ecology, College of Agriculture, The Department of Crop Science and Plant Ecology, University of Saskatchewan, invites applications from candidates with a PhD and expertise in agronomy/crop physiology for a tenure-track position at the rank of Assistant Professor. The successful candidate will be expected to teach at the undergraduate and graduate levels and to

establish a vigorous research program addressing relevant issues in this field. The Department, in conjunction with the Centre for Environmental Management Centre, provides leadership in teaching and research and extension in crop science in western Canada. Excellent lab and field facilities and a strong network of government, industry and university scientists are available. The Department is committed to basic and applied research activities. An curriculum vitae, statement of teaching and research interests and names and addresses of references should be sent to: Dr. M. A. D. Owen, Department of Crop Science & Plant Ecology, University of Saskatchewan, 51 Campus Drive, Saskatoon S7N 5W6, Canada. Applications will be accepted until October 31, 1998. This position has been created in recognition of the two-level system. Applications are invited from qualified individuals regardless of their immigration status in Canada. The University is an equal opportunity employer. Minorities and Designated Groups (women, aboriginal people, people with disabilities and vulnerable minorities) are encouraged to self-identify on their applications.

UNIVERSITY OF SASKATCHEWAN — The Department of Curriculum Studies, College of Education, University of Saskatchewan, invites

of WESTERN ONTARIO Board of Librarians

responsible for the management and development of automated management services; the management of the Library; the development of automated management services; the direction and development of staff; the coordination and participation in regional, national and international projects; reports to the Provost & Vice-President and the University Senate.

professional qualification in librarianship, disciplines, or additional professional education. The candidate will have a thorough familiarity with the library environment; strong leadership and management skills; and a demonstrated ability to work independently and externally. A firm grasp of the issues that affect them is essential.

is appointed for a renewable term of
a librarian. An academic appointment
be competitive. To be assured of full c
e and the names of three referees) and

applicants for a full-time, tenured position in Mathematics Education is the rank of Assistant Professor. The appointment becomes effective July 1, 1998. Candidates should have an earned doctoral degree in mathematics education or be close to completing doctoral studies. Preference will be given to those with a minimum of three years of experience at the secondary level. Some knowledge of computer education is desirable. Duties include teaching undergraduate and graduate courses in mathematics education, supervision of graduate students, occasional supervision of interns, and participation in the development of the mathematics curriculum. The University is committed to employment equity. Members of the Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their resumes. Applications with resumes and references are to be submitted with minimum requirements, the advertisement directed to Canadian citizens and permanent residents. Applications should be sent to Dr. R. Fram, Head, Department of Curriculum Studies, College of Education, 28 Campus Drive, Saskatoon S7N 0W6, Saskatchewan, Canada. Telephone: (306) 975-7658. Email: FRAMR@EDU.USASK.CA. Closing date for applications: December 31, 1997.

UNIVERSITY OF WATERLOO – Earth Sciences
Applications are being accepted for two faculty positions at the Department of Earth Sciences at the University of Waterloo. One position is tenure-track at the rank of Assistant (preferred) Professor. The successful candidate will have a PhD with research interests in Geophysics. Duties will include teaching at the undergraduate and graduate levels, a development of new research projects, and supervision of graduate students. The second position is a three-year definite term appointment as a Research Assistant Professor. The candidate will have a PhD in Geophysics or related fields such as geochemistry and Contaminant Hydrogeology. The successful candidate will have a strong background in chemistry and be thoroughly knowledgeable concerning the chemical and physical pathways for chlorinated aliphatic compounds. Duties will include laboratory and field research and could include teaching of one or more courses. The University of Waterloo is one of the largest government departments in Canada, with approximately 30 regular and research faculty members and substantial undergraduate and graduate student enrollments. The undergraduate and graduate programs are highly regarded and the school as the foundation for specialization in

The University of Western Ontario invites applications and nominations for the position of
Director of Libraries.

001 73 + 0.566 @ 1.815 @ 1.934 @ 1.934

The University of Western Ontario Library System comprises one of the largest university library systems in Canada, with a collection of 2.2 million catalogued volumes and more than 4.5 million items in other formats. The system provides support for a broad range of undergraduate, graduate, and professional programs through a central and six divisional and professional libraries. The Libraries have a staff of approximately 204 and an annual budget of \$17 million.

The Director of Libraries is responsible for the management and development of the collections; the provision of Library services; the management of the Library budgets and allocation of resources; the continued development of automated management and other computer-based information systems; the direction and development of staff; the planning of future library services; and the Libraries' participation in regional, national and international cooperative efforts. The Director of Libraries reports to the Provost & Vice-President (Academic), and is an ex-officio member of the University Senate.

Applicants must have a professional qualification in librarianship. Advanced degrees in librarianship or other academic disciplines, or additional professional qualifications, would be desirable. The successful candidate will have a thorough familiarity with the operation of a modern academic research library; strong leadership and management skills of a senior administrative level and in a collegial environment; and a demonstrated ability to represent the Libraries persuasively within the University and externally. A firm grasp of the issues facing academic libraries and the trends that affect them is essential.

The Director of Libraries is appointed for a renewable term of five years, and will have a continuing appointment as a librarian. An academic appointment may be negotiated with qualified candidates. Salary will be competitive. To be assured of full consideration, nominations and applications (including vitae and the names of three referees) should be submitted by **October 31, 1997** to:

Dr. C. M. Bennett, 917, Broadway

Dr. Greg Moran, Provost & Vice-President (Academic)
Chair of the Search Committee
Room 107, Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

Applications are invited to the position of Director Alfred College of the University of Guelph. The position is available approximately January 1, 1998 with a five-year renewable term as Director and continuing employment as academic staff. This appointment is subject to final budgetary approval.

Alfred College is a French-language teaching institution opened in 1981. It is located on Highway 17, between Ottawa and Montreal. It is in the heart of the francophone counties of eastern Ontario. The college offers diplomas and certificates in food and nutrition, agriculture, horticulture and in agriscience and environmental development. The 376-acre campus has a residence, a gymnasium, a dairy barn, greenhouse, a maple grove, an ecology awareness centre. Approximately 100 staff members offer such services as client-based training, distance education, research and consultation to a clientele of 50 thousand, including 120 full-time students. The institution is rapidly expanding its international scope and is more and more renowned, particularly for the quality of its education and its applied research dealing with rural environmental problems.

In close collaboration with the Dean of the Ontario Agricultural College of the University of Guelph and the Allred College Community Council, which was created in accordance with a formal agreement between the University and the community, the successful candidate will implement an operation plan for the institution. The candidate will hold a Master's Degree, will have the highest level of proficiency in written and oral French, an excellent knowledge of the agricultural and rural Franco-Ontarian community and a good knowledge of English. The person will have demonstrated wide-ranging experience and capacity to lead, motivate and manage a team of professionals. The person will have to create dynamic and harmonious relations with regional, national and international communities.

Deadline for applications is **November 15, 1997**. Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Please submit to: **Mrs. Carmen Lalonde, Collège d'Alfred, P.O. Box 590, Alfred, Ontario, K0B 1A0**. For more information, please call 613-679-2404

in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CAUT BULLETIN ACPPU 11 OCTOBER 1997 OCTOBRE

The Faculty of Arts at the University of British Columbia invites applications for the position of Head of the Department of Philosophy. The appointment, subject to budgetary approval, will commence on July 1, 1998.

The Department of Philosophy offers degree programmes at the BA, MA and PhD levels. In recent years, 45-55 majors and 35-40 graduate students have been in the programme at any given time. The Department has 11 permanent faculty including 2 faculty members cross-appointed to the Centre for Applied Ethics and several part time seasonal instructors. Areas of current disciplinary strength include Philosophy and History of Science, Logic and Philosophy of Mathematics, Ethics, Theory and Applied Ethics, and the History of Philosophy.

We are seeking a senior scholar who will lead the Department for a five-year term, renewable for a second five-year term pending a satisfactory review. Salary will be commensurate with experience. The successful applicant will have an outstanding record of scholarly achievement, a record of successful teaching and demonstrated leadership skills. The Faculty of Arts is currently engaging in strategic planning and seeks applicants who take creative approaches to curriculum and programme delivery, are able to work efficiently and effectively both within the Department of Philosophy, and within the larger university, including interdisciplinary contexts.

Letters of application addressing the qualifications for the position, a complete resume, and names, addresses and telephone numbers of four references should be sent by **January 2, 1998** to **Dr. Shirley Neuman, Dean of Arts, University of British Columbia, Vancouver, BC V6T 1Z1.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Concordia University Faculty of Arts and Science Reaching into the 21st Century

Going into the 21st century, Concordia University's Faculty of Arts & Science has developed a strategic plan to build upon its recognized strengths.

Concordia invites applications for tenure-track positions in the following areas:

BIOLOGY

The Department of Biology invites applications for a tenure-track position in the field of cell/molecular biology. Candidates must have a PhD and post-doctoral experience. The successful applicant will be expected to participate in teaching core courses in cell biology and/or molecular genetics, and to develop an externally funded research program. Research may be in any area of cell/molecular biology, but preference will be given to individuals using modern techniques to study fundamental biological questions in model organisms. Applicants should send a curriculum vitae, a statement of research interests and the names of three referees to Dr. C.G. Cupples, Acting Chair, Department of Biology.

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for a tenure-track position in physical or physical inorganic chemistry. Outstanding candidates for all areas of physical or physical inorganic chemistry will be considered, but there is some preference for an experimentalist with research interests in materials. The successful candidate will be expected to establish a rigorous, independent research program and to play a full role in teaching at both the undergraduate and graduate levels. Applicants must hold a PhD degree and should have post-doctoral research experience. Applications should include a curriculum vitae, a summary of research interests, a detailed research proposal, and an indication of start-up requirements. Candidates should arrange to have three letters of recommendation sent directly to Professor J.A. Capobianco, Chair, Department of Chemistry and Biochemistry.

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for a tenure-track appointment with the candidates expertise in at least two of the following areas: Communication Theory; Communication Policy; Cross-Cultural Communication; Cultural Studies; Media Studies.

New Technology, Rhetorical Studies. Experience in media production is an asset. Applicants must hold a PhD or equivalent in research or production. Related teaching experience and research/professional portfolio are essential. In addition, a working knowledge of French is essential. Principal responsibilities would include teaching and supervising at the BA, graduate Diploma, MA and PhD levels. Applications, including a curriculum vitae and three letters of reference should be sent to Professor Hal Thwaites, Chair, Department of Communication.

ECONOMICS

The Department of Economics, is seeking applicants for a tenure-track position in the area of macroeconomics. Candidates should have a specialization in macroeconomics and be committed to research and graduate and undergraduate teaching. Applicants should include a sample of their research work. Applications should be sent to the Chair of the Personnel Committee, Department of Economics.

EDUCATION

The Department of Education invites applications for a tenure-track position in Educational Technology. Candidates must be able to teach in several of the following areas: educational computing, research methods, distance education, cognitive sciences, multimedia design, educational cybernetics and systems theory, human performance technology, and/or formative evaluation. A commitment to developing a strong research program, teaching and student supervision is essential. Knowledge of French is considered an asset. Applicants should hold a PhD and include a covering letter, curriculum vitae, selected publications and the names of three referees. Applications should be sent to: Director, Educational Technology, Department of Education.

ENGLISH

The Department of English at Concordia University invites applications for two tenure-track positions, one in Twentieth Century Literature and one in Post-Colonial Literature. Candidates for either position should have a completed PhD or be very close to completion. Successful teaching experience and publications of high quality are desirable. For the Twentieth Century

Literature position we are seeking someone with developed interests and competence mainly in British and American literature of this century and in both the modernist period and the post-modern/contemporary era. Candidates should also be capable in all the major genres, i.e., in the fiction, poetry and drama of the twentieth century. A knowledge of modern and contemporary continental European literature, beginning in the later nineteenth century, might be a useful secondary asset.

For the Post-Colonial Literature position, we are seeking someone with strong interests and comprehensive competence in the various facets and genres of the field and in the great and varied geographic range of English-language literature from many parts of the world which constitute the phenomenon of post-colonial literature. Completed applications for either position should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, a dossier concerning teaching experience and samples of writing or published work. Completed applications and all supporting materials should be sent to: The Chair, Hiring Committee, Department of English.

ÉTUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à un poste de professeur ou professeur maitre à la permanence. Les qualifications requises comprennent un doctorat, une expérience pertinente de l'enseignement, des recherches et des publications, une aptitude au travail d'équipe et une connaissance du milieu. Le département recherche particulièrement des candidats spécialistes de l'enseignement du français, langue seconde ayant fait des études en didactique du français ou en linguistique. Les candidats(e)s retenue(s) auront pour tâche d'enseigner des cours dans les programmes de langue du 1^{er} cycle, d'effectuer des travaux de recherche individuels ou en équipe, de créer de nouveaux programmes adaptés à l'usage des étudiants multilingues et de participer activement à l'administration des programmes. Les personnes intéressées doivent faire parvenir leur curriculum vitae et nos lettres de recommandation à Madame Lucie Leguin, Directrice du département d'Études françaises. La date d'entrée

en fonction est le 15 juillet 1998. La date de clôture des candidatures est fixée au 15 décembre 1997.

EXERCISE SCIENCE

The Department of Exercise Science is seeking applications for a tenure-track in the area of athletic therapy. The candidate will be primarily responsible for teaching undergraduate courses in the area of athletic therapy with some teaching responsibilities in the area of adapted and therapeutic physical activity. The candidate will also contribute to the supervision and administration of the athletic therapy internships. The ideal candidate should normally possess a PhD in an appropriate discipline in Exercise Science or related Applied Health field, have teaching experience at the post-secondary level, and have clinical, field, and research experience in sports medicine. Candidates must be certified by either the Canadian Athletic Therapists Association (CATA) or the National Athletic Trainers Association (NATA). Candidates who are bilingual will be given preference. Candidates should submit a curriculum vitae, evidence of clinical, field and research experience, as well as the names and addresses of three referees to Dr. Robert D. Kilgour, Chair, Department of Exercise Science.

GEOGRAPHY

The Department of Geography is seeking applicants for a tenure-track position in Environmental Analysis. The ideal candidate would have a broad background in the analysis of the environment, preferably with an applied or policy focus. Candidates with a special interest in hydrology, watershed management, environmental impact assessment, risk assessment, and/or resource analysis are particularly sought as well as candidates with expertise in GIS. The successful incumbent must have a commitment to teaching at the undergraduate and graduate level as well as to developing a funded research program. The Geography Department has re-oriented its curriculum around the theme of human-environment relationships. It offers both B.Sc. and B.A. degrees in this area, it participates in a multi-disciplinary Urban Studies program, offers an inter-disciplinary Masters Degree in Public Policy and Public Administration and is

involved in developing a graduate Diploma in Environmental Impact Assessment. At the graduate level it is also involved in a program for North American Mobility in Higher Education in the area of Watershed Management. A PhD is required. Please submit a letter of application describing your qualifications, teaching and research interests, along with a curriculum vitae, selected reprints or pre-prints of publications, official transcripts and arrange for three letters of reference to be sent directly to Patricia A. Thornton, Chair, Department of Geography.

LEISURE STUDIES

Applications are invited from individuals who have completed a doctoral degree in Therapeutic Recreation, Leisure Studies or a related discipline with a demonstrated commitment to the therapeutic recreation field. The successful candidate will be expected to teach in the therapeutic recreation specialization, to maintain a research program in therapeutic recreation leading to publications in refereed journals and external funding. The successful candidate will teach courses in the therapeutic recreation specialization selected from: Introduction to Therapeutic Recreation, Therapeutic Recreation and Physical Disabilities, Therapeutic Recreation and Cognitive Disabilities & Illness, Therapeutic Recreation Seminar, Leisure Assessment and Counselling, and Therapeutic Recreation Internship. The candidate will also be expected to be involved with clinical and community therapeutic recreation agencies in the Montreal area, university service, and provincial and national therapeutic recreation associations. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to Dr. Randy Swedburg, Director, Leisure Studies.

LINGUISTICS

The Department of Classics, Modern Languages and Linguistics of Concordia University invites applications for a tenure-track appointment in Linguistics. The candidate shall have completed the PhD and have extensive background in historical linguistics and contemporary linguistic theory. Teaching responsibilities are likely to include Language Acquisition and

Non-Indo-European Structures. Experience in the use of computers in linguistic instruction is a definite asset. Demonstrated excellence in teaching and scholarly publication is essential. Applications, including a curriculum vitae and three letters of reference, should be submitted to Dr. A.T. Teftefeller, Chair, Department of Classics, Modern Languages and Linguistics.

MATHEMATICS AND STATISTICS

Applications are invited for a tenure-track appointment in the Department of Mathematics and Statistics. The appointment will be made in the area of Applied Statistics, including Computational Statistics and Multivariate Modelling. Requirements for the position are a PhD in Statistics and proven ability for excellence in research and teaching. Responsibilities include teaching at the undergraduate and graduate levels, and supervision of graduate students. Applications, including curriculum vitae and three letters of reference, should be sent to Dr. Joel Hillier, Chair, Department of Mathematics and Statistics.

POLITICAL SCIENCE

The Department of Political Science invites applications for two tenure-track appointments. The positions will be in International Relations and Comparative Politics. Candidates are invited to indicate primary areas of teaching and research in their respective fields. Additional areas of competence should also be specified. Candidates will be expected to have a completed PhD, teaching and research experience would be an asset. Application including curriculum vitae and three letters should be sent to Dr. H. Habib, Chair, Department of Political Science.

PSYCHOLOGY

The Department of Psychology invites applications for a tenure-track appointment in the area of psychopathology. Persons with a PhD in Psychology and who have an active, ongoing research program in psychopathology are encouraged to apply. The Department has 35.5 tenure-track faculty positions and offers both an MA and PhD degree in addition to B.Sc. and B.A. programs. The graduate program provides a clinical training stream that is fully accredited by CPA and APA.

The principal areas of research in the department are psychology, cognition and perception, child and life span development and clinical psychology. Included among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Please send a letter of application, a curriculum vitae, a statement of teaching interests and qualifications, three letters of reference and representative publications to: Dr. William Bukowski, Chair, Department of Psychology.

RELIGION

The Department of Religion invites applications for a tenure-track position in the area of Islamic studies. Applicants must hold a PhD degree in Religion or Islamic studies and show a proven research profile and excellence in teaching. While the specific historical and geographic focus is open, the candidate must be able to explore Islam as part of the comparative study of religion. Knowledge of the requisite language(s), history and texts, as well as a demonstrated interest in women in Islam is important. Please send a letter of application, including curriculum vitae and three letters of reference to Professor Michael Oppenheim, Chair, Department of Religion.

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for a tenure-track position in Sociology. Fields of specialization are open; however, the Department is particularly interested in developing strength in the fields of economic sociology or the sociology of crime and justice. Candidates who can link their expertise in either of these fields with an innovative approach to social theory are especially encouraged to apply. Candidates should have a PhD, an active research programme, and be prepared to teach at both the undergraduate and graduate level. Knowledge of French would be an asset. Letters of application, including a curriculum vitae, a statement of research interests, one or two examples of written work, and letters from three referees should be submitted to: David Howes, Chair, Department of Sociology and Anthropology.

Hiring is subject to budgetary approval. These positions, at the rank of Assistant Professor, will begin July 15, 1998. Applications should be submitted to Departments by December 15, 1997.

Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All things being equal, women candidates shall be given priority.

1455 de Maisonneuve Blvd. W., Montréal, Québec, H3G 1M8, (514) 848-2081, Internet: <http://arts-ci-cwvin.concordia.ca>



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ANNONCES CLASSEES

geology, hydrology, environmental geology, geological engineering, and geo-mine. Current graduate research topics span a broad range of the geospatial with emphasis on hydrology and low temperature geochemistry, environmental geophysics, geomorphology, and Quaternary geology. Both M.Sc. and Ph.D. degrees are offered. Salary will be commensurate with experience. The positions are available December 1, 1997. The closing date for applications is October 31, 1997. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. Applications should be sent to: Dr. Jim Barker, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1.

ECONOMICS

WILFRED LAURIE UNIVERSITY — Department of Economics. Applications are invited for appointments at the Assistant level for a tenure-track position commencing July 1, 1998. Applicants with doctorate degrees, teaching and research experience are invited to apply. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. Applications should be sent to: Dr. Jim Barker, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1.

THE UNIVERSITY OF ALBERTA — Department of Economics invites applications for at least four full-time positions starting July 1, 1998. Appointments will be made at the junior and senior levels. Enquiries are expected to have a PhD (or be close to completion), and they must display promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. We invite applications from outstanding individuals in all fields, but for two of the positions, we are especially interested in candidates with teaching and research interests in microeconomics and applied econometrics. Salary is commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae, graduate school transcripts where appropriate and names of three referees who have been asked to send confidential letters of assessment) to Kenneth Horne, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 15, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

MCILL UNIVERSITY — Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 1998) and show strong potential for excellence in research and teaching. (Rounds permitting, exceptionally well-qualified candidates at the associate level, ones with international reputations and a record of good teaching, may be considered.) Field of specialization while consistent with the needs of the department will be given to candidates who have applied, quantitative research capabilities. Please send applications, curriculum vitae and three confidential letters of reference to: Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T4 Canada. Closing for applications is 30 November 1997. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

EDUCATION

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Educational Psychology and Special Education at the University of British Columbia invites applications for a full-time, tenure-track assistant professor in Research Methodology in teaching and research. The appointment will be effective July 1, 1998, and will be subject to final budgetary approval. The Department offers program leading to PhD, M.A., and M.Ed. degrees, the Diploma in Education, and also supports the B.Ed. Teacher Education program. Salary will commensurate with qualifications and experience. Applications with curriculum vitae and names of at least three referees should be sent to Professor A.J. Heune, Coordinator, Faculty Search Committee, Department of Educational Psychology and Special Education, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4-year B.A. and B.Sc. degrees and a 2-year B.Ed. degree is inviting applications from women and men for a full-time, tenure track vacancy in English literature. The successful candidate will be a generalist who is flexible, collaborative, open to working across disciplinary lines, interested in team teaching, and willing to help develop a creative, 4-year English major. Focused areas of research include modern poetry and 18th century are also possible. Non-traditional approaches to curriculum development are welcome in the context of adequate coverage of the discipline. A doctorate is required as well as agreement with the college's Christian Statement of Faith. Starting Date: July 1, 1998. Deadline: December 31, 1997, or when filled. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125-50 St. Edmonton, Alberta, T6G 2A5. Tel: (403) 465-8304, Fax: (403) 465-3334. E-mail: skward@kingu.ca. The King's University College is an equal opportunity employer. In accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO — English. Applications are invited for a tenure-track position, Assistant Professor, English, Division of Humanities, University of Toronto at Scarborough. Qualifications: PhD in English with major specialization in Canadian literature; minor specialization in women writers desirable; candidates able to teach a wide range of courses at the undergraduate level are particularly sought. Applications are welcomed from candidates qualified to carry out research and to teach at the undergraduate and graduate levels. Applicants must demonstrate excellence in both teaching and research. Salary commensurate with experience and qualifications (current base salary, Assist. Prof. \$38,200). Send letter of application, cv, and one writing sample of no more than 25 pages to: Professor Martin Jane Albery, Chair of the Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario M1C 1A4, and merge to have three letters of reference (or confidential dossier including evidence of scholarly ability and of teaching ability) sent directly to the Division as soon as possible. Appointment commences 1 July 1998. Applications arriving after November 15th 1997 may be considered.

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position at the level of assistant professor, in the general area of this film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently established QUASAR/SPICER Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have an earned doctoral degree with a strong research record/potential in one or more of the following areas: image theory and fabrication of thin film devices, circuits, and systems; high speed and low noise architectures for matrix addressed arrays; design of linear integrated circuits; including analog-to-digital converters and other circuits, for image processing. For information please visit the web (WWW) site: <http://www.ece.uwaterloo.ca>. Salary will commensurate with qualifications and experience. Applications with curriculum vitae and names of at least three referees should be sent to Professor A.J. Heune, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

ENGLISH

THE UNIVERSITY OF TORONTO — English. Applications are invited for a tenure-track position, Assistant Professor, English, Division of Humanities, University of Toronto at Scarborough. Qualifications: PhD in English with major specialization in Canadian literature; minor specialization in women writers desirable; candidates able to teach a wide range of courses at the undergraduate level are particularly sought. Applications are welcomed from candidates qualified to carry out research and to teach at the undergraduate and graduate levels. Applicants must demonstrate excellence in both teaching and research. Salary commensurate with experience and qualifications (current base salary, Assist. Prof. \$38,200). Send letter of application, cv, and one writing sample of no more than 25 pages to: Professor Martin Jane Albery, Chair of the Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario M1C 1A4, and merge to have three letters of reference (or confidential dossier including evidence of scholarly ability and of teaching ability) sent directly to the Division as soon as possible. Appointment commences 1 July 1998. Applications arriving after November 15th 1997 may be considered.

COLLEGE'S CHRISTIAN STATEMENT OF FAITH, Starting Date: July 1, 1998. Deadline: December 31, 1997, or when filled. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125-50 St. Edmonton, Alberta, T6G 2A5. Tel: (403) 465-8304, Fax: (403) 465-3334. E-mail: skward@kingu.ca. The King's University College is an equal opportunity employer. In accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO — English. Applications are invited for a tenure-track position, Assistant Professor, English, Division of Humanities, University of Toronto at Scarborough. Qualifications: PhD in English with major specialization in Canadian literature; minor specialization in women writers desirable; candidates able to teach a wide range of courses at the undergraduate level are particularly sought. Applications are welcomed from candidates qualified to carry out research and to teach at the undergraduate and graduate levels. Applicants must demonstrate excellence in both teaching and research. Salary commensurate with experience and qualifications (current base salary, Assist. Prof. \$38,200). Send letter of application, cv, and one writing sample of no more than 25 pages to: Professor Martin Jane Albery, Chair of the Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario M1C 1A4, and merge to have three letters of reference (or confidential dossier including evidence of scholarly ability and of teaching ability) sent directly to the Division as soon as possible. Appointment commences 1 July 1998. Applications arriving after November 15th 1997 may be considered.

too late, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Landed Immigrants (Permanent Residents of Canada). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, Aboriginal people, members of visible minorities, and persons with disabilities.

SMITH FRASER UNIVERSITY — Department of English. A tenure-track position in Writing & Rhetoric at Assistant or Junior Associate Professor starting 1 September 1998. Qualifications include a PhD and a strong publication record and demonstrated strengths in teaching and administration. The successful candidate will be involved in teaching in the English Department's Writing Centre, in its development and its research projects, as well as teaching in the English Department. Application, CV, names of three referees, and a statement of reasons for applying for the position should be sent to: Chair, Department of English, Simon Fraser University, Burnaby, B.C. V5A 1S5 by December 1, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Others are welcome to apply. Simon Fraser University is committed to the principle of equity in employment, and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary approval.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia invites applications for a full-time, tenure-track assistant professor in American literature, with particular emphasis on poetry, at the level of Assistant Professor beginning 1 July 1998. In addition to this specialty, candidates should have secondary interests in at least one other field such as 19th century English literature.



University
of
Lethbridge

FACULTY OF ARTS AND SCIENCE DEPARTMENT OF POLITICAL SCIENCE ASSISTANT PROFESSOR

Assistant Professor: probationary (tenure-track) beginning July 1, 1998 (January 1, 1998 start could be considered), subject to budgetary approval.

Requirements are a Ph.D. in Political Science and the ability to teach comparative politics (developed nations), and/or political theory. Teaching ability outside the major sub-field would be an asset.

The successful candidates will be expected to teach introductory and advanced courses in the above-mentioned field(s) and to develop a continuing research program in Political Science.

The University aspires to hire individuals who have demonstrated potential for and a commitment to excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment.

The current minimum salary for an Assistant Professor is \$38,097.00 per annum.

Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae, transcripts, course outlines, teaching evaluations, and a statement of teaching philosophy. In addition, applicants should arrange to have three letters of reference sent to: Dr. Peter McCormick, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2580; Fax: (403) 382-7148; E-Mail: hadgonb@hg.uleth.ca. Home page is located at <http://home.uleth.ca/pod>. The closing date for applications is November 15, 1997.



Memorial
University of Newfoundland

Established in 1975 as a second campus of Memorial University, Sir Wilfred Grenfell College is a dynamic university college offering a full range of first and second-year courses in arts and science. Over the last four years Grenfell has added BA programs in English, Psychology and Cognitive Studies as well as BSc programs in Environmental Science. These degrees join the established four year BFA programs in theatre and visual arts. Located in Corner Brook, which is noted for its excellent cultural, educational and recreational facilities and attractive geographic setting, Grenfell has an operating budget of \$9.2 million, some 1200 students and 65 faculty.

Principal SIR WILFRED GRENFELL COLLEGE

The College seeks an individual with strong academic credentials and proven administrative abilities to assume the position of Principal. Reporting to the Vice President, Academic of Memorial University, the Principal will provide leadership to a campus that enjoys a considerable degree of autonomy. Responsible for the supervision of academic programs, budgeting, financial management and all administrative aspects of the College's operations, the successful candidate will have well developed leadership and management skills, acquired preferably in a liberal arts and science setting.

Grenfell has carved out a recognized place within both the education structure of Newfoundland and the west coast of the Province. The new Principal will consolidate and build on the firm foundations now in place and will be expected to play an active role in the local communities as well as within the larger university setting. Information about Grenfell can be found at its web site: <http://www.swgc.mun.ca>

Nominations or applications of persons possessing the qualifications to meet this unique challenge should be sent to the address below. The Search Committee will commence its deliberations on November 24, 1997. It is expected that the new Principal will take office in June, 1998. Vice and covering letter should be forwarded to: Christopher Davies, Management Connections Incorporated, 1900 - 1095 West Pender Street, Vancouver, BC V6E 2M6. FAX: (604) 685-5187; E-mail: mcisearch@bc.sympatico.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.



MANAGEMENT
CONNECTIONS
INCORPORATED



University
of
York

Toronto, Canada

Tenure Track Appointment — 1998-99

York University, Faculty of Education, invites applications for the following position:
Language: Multilingual Education

The Context:

The Faculty of Education offers innovative pre-service, professional development and graduate programs (Med. PhD). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:

Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with the position listed above. Candidates must present evidence of the ability to establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and be actively involved in the field of education.

The Appointments:

While preference will be given to appointments at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments would commence as early as 1 September 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:

A detailed letter of application should address your qualifications and research in relation to one of the advertised positions and to the context described above. Submit your curriculum vitae, one sample of your scholarly writing, and the names/addresses of three or more potential referees to:

Dr. Stan Shapson, Dean, Faculty of Education
c/o S853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Internet: baumi@edu.yorku.ca (Bev Merriman, Secretary to Search Committee). Letters and C.V.s only can be sent online in WP format while scholarly materials must be mailed. Phone: 416-736-5002 (for further information; ask for Bev Merriman).

Closing Date: 15 October 1997

CLASSIFIEDS

(including Romance), language (including history and structure, and the study of irony, allegory, and/or dystopian writing in English, women's writing, and interdisciplinary teaching and research. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in published or publishable work, and teaching experience at the post-secondary level. The position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current CV and a writing sample, and arrange for three letters of reference to be forwarded to Dr. Sherri Grace, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, B.C. V6T 1Z1. Complete applications must be received by 15 November 1997. The UBC English Department includes 64 tenure-track members, 24 full and part-time seasonal lecturers, and 41 teaching assistants. The Department offers a strong Honours programme with over 100 students; as many as 300 annually. Junior faculty regularly teach in the Graduate Program, which currently has 52 MA and 52 PhD students.

New faculty are given some course release in their first year, as well as a small start-up research grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. **UNIVERSITY OF WATERLOO** — Dept. of English. Applications are invited for a tenure-track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates with expertise in one or more of the following areas: Composition, Discourse Analysis, Document Design, Graphic Communication, Professional Writing, the history and theory of rhetoric, Web Design and related areas of online technology. Applications are especially encouraged from candidates with secondary strengths in Literature. A PhD and demonstrated strength in teaching and research are required. Corporate or other professional experience in related areas would be an asset. Duties will include teaching undergraduate and graduate courses. The Department offers distinctive undergraduate and graduate programs (BA and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Applicant

ment effective 1 July 1998. Send resumes, transcripts, writing samples, and letters of reference no later than 1 December 1997 to Dr. Murray MacRae, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. This appointment is subject to the availability of funds.

ENDOCRINOLOGY

UNIVERSITY OF ALBERTA — Department of Medicine. Director of Division of Endocrinology. Applicants are invited for the position of Director, Division of Endocrinology, Department of Medicine at the University of Alberta. The Division currently consists of 10 geographic full-time faculty including both clinical endocrinologists and basic scientists. Substantial clinical activity exists at the University of Alberta's affiliated teaching hospitals. There is a full range of subspecialties, diagnostic and therapeutic services, and a clinical investigation unit and metabolic education centre at the Walter Macdonald HSC. Successful endocrinology research programs exist in fundamental, clinical and community based research and there is a fully approved Royal College postgraduate educational program in endocrinology. Opportunities to recruit are facilitated by the support of the Alberta Heritage Foundation for Medical Research. Interested applicants should hold an MD and fellowship in the Royal College of Physicians and Surgeons of

Canada in Internal Medicine and subspecialty certification or its equivalent in endocrinology and have demonstrated leadership and clinical expertise along with scholarly accomplishment in research and teaching. Academic rank and remuneration for this senior position will be commensurate with qualifications and experience. Deadline for application is November 15, 1997. Please send curriculum vitae and the name of addresses of three referees to: Dr. Paul Armstrong, Chair, Department of Medicine, 281, 300 Walter C. Macdonald Health Sciences Centre, University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ENVIRONMENTAL DESIGN

THE UNIVERSITY OF CALGARY, Faculty of Environmental Design invites applications for a tenure-track position, with primary emphasis on architectural design. The appointment will be made at the rank of Assistant or Associate Professor, commensurate with qualifications, and will be effective July 1, 1998. The Faculty offers an accredited M. Arch. as a first professional degree in an interdisciplinary teaching environment that includes degree programs in environmental science, planning, and industrial design. It recently initiated a doctoral program and a general program in the Master's level for students interested in innovative connections among disciplinary areas. The preferred candidate will have demon-

strated strength as a designer and studio instructor, including an ability to incorporate critical knowledge of contemporary design theory and practice in teaching. The successful applicant will provide leadership in instruction in architecture studios and in theoretical communication. She will also contribute to other Faculty instruction including the supervision of Master's Degree Projects and thesis students. She will be expected to engage in creative activity related to her area of expertise. It is expected that, as a minimum, the successful candidate will hold a master's degree or Ph.D. in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity Applications, including a current curriculum vitae and the names and addresses of three referees should be forwarded to Prof. John Brown, Director, M. Arch. Program, Faculty of Environmental Design, The University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4. The deadline for submission is Nov. 21, 1997. Applicants should be prepared to submit a portfolio upon request.

FILM

UNIVERSITY OF BRITISH COLUMBIA — Film. The Department of Theatre, Film and Creative Writing, University of British Columbia, invites applications for a tenure-track position at the level of Associate Professor in the field of film and video production, with a secondary emphasis on film studies. Appointment at a more senior level is possible for a suitably qualified candidate, disabled person, aboriginal, or member of a visible minority. This position is available effective July 1, 1998. Candidates should possess a Master's degree, must demonstrate accomplishment in motion picture production and should be capable of teaching academic film studies. The successful applicant will teach both undergraduate and graduate courses and supervise graduate student theses in the M.F.A. program. Applicants should send their curriculum vitae, an outline of their current academic and creative interests, and arrange for three letters of reference to be sent to Professor John Wright, Head, Department of Theatre and Creative Writing, University of British Columbia, 6354 Crescent Road, Vancouver, B.C. V6T 1Z2. Deadline for receipt of applications is October 15, 1997. UBC hires on the basis of merit, and is committed to employment equity. We encourage all qualified persons to apply.

FILM & VIDEO

YORK UNIVERSITY — The Department of Film & Video, York University, invites applications for one and possibly two full-time tenure track positions at the level of Assistant or Associate level.

at the level of assistant professor in Historical, Critical and Theoretical Studies, effective July 1, 1998 (subject to budgetary approval by the University). For thirty years, we have offered an undergraduate concentration in historical, critical and theoretical studies, with the advent of the Graduate Programme twenty years ago, we opened a Master's-level concentration as well. We now offer within the department both B.A. and M.A. degrees in film studies, and members of our faculty are cross-appointed to other graduate programs within the university offering cross-disciplinary doctoral work in film (Philosophy; Political Science; Social and Political Thought). Responsibilities of the position will include the teaching of a full range of appropriate undergraduate and graduate courses, supervising graduate thesis work, serving on department, faculty and university committees, student advising and curriculum assessment. An applicant for the position must have a doctorate in film studies or a related discipline, demonstrable achievement as a scholar and a distinguished record of teaching and supervision on both the undergraduate and graduate level. We would welcome as well a working knowledge of both of Canada's official languages, the ability to contribute to the teaching of courses in screenwriting and/or production, professional experience in film and video production and the ability to support through cross-appointment one or another of the extra-departmental doctoral programmes noted above. Salary is commensurate with experience and qualifications. The deadline for receipt of applications is November 28, 1997. A letter of application, curriculum vitae, and three letters of reference must be sent to: Scott Forsyth, Chair, Department of Film & Video, Room 222 Centre for Film and Theatre, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE

UNIVERSITY OF MANITOBA — Faculty of Management. Applicants are invited for at least two tenure-track positions in Finance. These positions are subject to budgetary approval. Rank is at the Assistant or Associate level. Visiting appointment is also possible. PhD or MBA completed or near completion required. Duties include research and teaching at the undergraduate and graduate levels. Salary is commensurate and will depend on qualifications, experience and research record. The University of Manitoba encourages applications from qualified women.

Université d'Ottawa • Faculté d'éducation



La Faculté d'éducation de l'Université d'Ottawa requiert les services d'une professeure ou d'un professeur en Didactique du français langue maternelle. Il s'agit d'un poste conduisant à la permanence. Préférence sera donnée aux candidats et aux candidates admissibles au rang de professeur agrégé.

Qualifications :

1. Doctorat en éducation ou l'équivalent
2. Spécialisation en didactique du français langue maternelle
3. Posséder un acte de professeur dans le domaine spécialisé
4. Expérience de l'enseignement élémentaire/secondaire
5. Connaissance passive de l'anglais ou disponibilité pour l'acquiescer avant la permanence

Fonctions :

1. Enseignement en français aux programmes du B.É., M.É. et M.A. Ph.D.
2. Recherche dans le domaine spécialisé
3. Supervision de thèses de M.A. et de Ph.D.
4. Supervision de la pratique à l'enseignement
5. Collaboration avec les partenaires du milieu scolaire
6. Participation aux activités universitaires

Contexte de travail :

La candidate ou le candidat choisi doit être disposé à occuper dans le domaine de l'éducation en langue française en Ontario.

Rang et salaire :

Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Entrée en fonction :

Le 1er juillet 1998

Conformément aux stipulations de la loi constitutionnelle sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le poste sera comblé sous réserve des disponibilités budgétaires. Seuls les candidats (et les initiés) pour une entrevue recevront un accusé de réception.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois personnes à des fins de référence, avant le 30 octobre 1997, à :

Johanne S. Bourdages, vice-doyenne (Programmes)
Université d'Ottawa, 145, rue Jean-Jacques-Lussier,
Ottawa (Ontario), K1N 6N5



Faculté d'éducation
Faculty of Education



Simon Fraser University Assistant Professor — Plant Evolutionary Ecology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of **PLANT EVOLUTIONARY ECOLOGY**. The appointment will be made at the Assistant Professor level with a start date of September 1, 1998. Biologists who conduct research in any area of the ecology and evolution of plants are encouraged to apply. The successful candidate will be expected to pursue a vigorous, externally funded research program including the training of graduate students. She or he also will be expected to participate in the undergraduate and graduate teaching program particularly in the areas of plant ecology and evolution. A PhD degree is required, and appropriate post-doctoral experience is preferred. The Department of Biological Sciences at Simon Fraser University has active research programmes in behavioural ecology, evolutionary biology, molecular biology and biochemistry, pest management, and plant biology. Applicants should send, no later than **December 15, 1997**, a curriculum vitae, three representative reprints, a one-page summary of their research objectives, and the names, addresses, and phone numbers of three referees to: Dr. Michael J. Smith, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Blvd., Burnaby, B.C. V5A 1S6 Canada; FAX 604-291-4312

In accordance with Canadian Immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

President Laurentian University



Nominations and applications are invited for the position of President of Laurentian University.

A bilingual institution, Laurentian University was established by an Act of the Ontario Legislature in 1960, and includes three federated universities (Huntington, Sudbury, colleges (Algoma University College in Sault Ste. Marie and Collège universitaire de Hearst). The University's main campus is located in Sudbury on 750 acres overlooking three lakes.

Laurentian's bilingualism, its commitment to learning opportunities for the North, its beautiful natural environment, and its strong community focus combine to make the University a unique educational experience for its more than 7000 full- and part-time students. Over 100 academic programs are offered in the Humanities, Social Sciences, Science and Engineering, the Professional Schools and the Graduate Studies division. Laurentian enjoys international renown for its work in distance education throughout Northeastern Ontario and for world-class independent research in six dedicated research centres. There are 288 full-time faculty and the total operating budget for the University is \$52 million.

The President is the Chief Executive Officer of the University and is responsible for the direction of the University's academic and business affairs. Candidates for the position should have outstanding academic and administrative credentials, extensive experience in a leadership position within an organization of comparable size and complexity, and fluency in French and English.

Applications and nominations will be treated in strictest confidence, and should include a statement of the qualifications and relevant accomplishments of the individual. They should be submitted, together with a curriculum vitae, to the address shown below. The Search Committee will begin its review of candidates in October 1997.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311



Janet Wright & Associates Inc.

The University College of the Cariboo Invites Applications for the Following Positions:

ASSOCIATE DEAN - SCHOOL OF EDUCATION

Competition #97-087

Description: The University College of the Cariboo, located in the south central interior of British Columbia at Kamloops, offers a B.Ed. elementary program in association with the University of British Columbia.

The Associate Dean, School of Education, will provide leadership for the Education Program. This includes liaison with external agencies, arranging practica placements, student advising, timetabling, budgeting, formatively evaluating faculty and minimal teaching.

Qualifications: • Evidence of successful administrative experience in Teacher Education or post-secondary education • Ph.D. in Education • Recent scholarly activity • Previous experience in teaching at the elementary school level • Experience in teaching courses in an Education Program • Eligibility for membership in the B.C. College of Teachers is a desirable quality.

Start Date: • As soon as successful candidate is available.

Closing Date: • This competition will remain open until suitable applicants are found.

For additional information, please contact Richard Olesen, Dean, Professional Schools, at (250) 828-5200.

INSTRUCTOR - SCHOOL OF EDUCATION

Competition #97-088

Description: The University College of the Cariboo, located in the south central interior of British Columbia at Kamloops, offers a B.Ed. elementary program in association with the University of British Columbia.

The School of Education at UCC invites applications for a full-time continuing faculty member to teach required courses in the curriculum areas of mathematics and science education; or in educational studies that include the analysis, history, or sociology of education. Other duties may include teaching principles of education and advising students on practica.

Qualifications: • Ph.D. in Education is preferred or ABD • Successful teaching experience at the elementary school level is required and university teaching experience is desirable • Evidence of existing or potential scholarly activity.

Start Date: • Mid December 1997 or as soon as successful candidate is available.

Closing Date For Applications: • This competition will remain open until suitable applicants are found.

For additional information, please contact Richard Olesen, Dean, Professional Schools, at (250) 828-5200.

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting either **Competition #97-087** or **Competition #97-088** with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:



Irene Bazell
Human Resources Officer
UCC, P.O. Box 3010
Kamloops, B.C.
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

ANNONCES CLASSÉES

and men including members of visible minorities. Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. C.E. Mossman, Chair, Finance Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba R3T 5V6. For consideration, applications should be submitted by December 31, 1997. Further applications will be accepted until the position is filled. Appointment date is open.

FINE ARTS

THE UNIVERSITY OF WATERLOO — Department of Fine Arts, invites applications for a tenure track appointment at the Assistant Professor level in art history, effective July 1, 1998. Candidates should have a completed PhD. In addition to a record of scholarly research and publication in their area of specialization, the successful candidate must have a strong commitment to undergraduate teaching and be comfortable in a mainly studio oriented department. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to the availability of funds. Applications should be sent to: Dr. Gene Nambour, Head of Department, Fine Arts Department, University of Waterloo, Waterloo, Ontario N2L 3G1. The closing date is November 30, 1997.

FORESTRY

UNIVERSITY OF BRITISH COLUMBIA — Faculty of Forestry, Forest Sciences Department, Assistant Professor (Grant Tenure-Track) in Forest Nutrition. Applications are accepted for a

tenure-track position at the Assistant Professor level in the field of forest nutrition. The primary responsibility will be to develop a strong research program in both ecological and silvicultural aspects of nutrition and nutrient cycling in forests. The applicant will be responsible for supervising graduate students and developing an upper level course on forest nutrition. Undergraduate teaching is limited to occasional lectures in Forest Ecology, Silviculture and Soil Biology. Applicants must have a PhD in an appropriate field and at least three years postdoctoral experience with a strong publication record. The position is grant funded, so applicants must also demonstrate that they can generate funding for the position. Salary commensurate with experience and qualifications. The University of British Columbia has the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please direct inquiries and applications to: Dr. Gene Nambour, Head of Department, Forest Sciences Department, University of Waterloo, Waterloo, Ontario N2L 3G1. Tel: (519) 885-1226; Fax: (519) 885-1227.

FRENCH STUDIES

UNIVERSITY OF WATERLOO — The Department of French Studies, University of Waterloo, invites applications for a part-time position at the rank of Assistant Professor (teach fourth appointment) in French Studies beginning July 1, 1998. This is a three-year appointment. The required qualifications are: PhD in French with a specialization in the area of twentieth-century French Cultural Studies and Applied Language Technology. Special consideration will be given to candidates able to teach French literature, culture and language courses. Duties include teaching at the undergraduate and graduate level, and

supervising graduate students. Applications accompanied by a curriculum vitae and the names and addresses of three referees should be sent by January 15, 1998, to: Dr. Paul G. Soden, Chair, Department of French Studies, University of Waterloo, Waterloo, ON N2L 3G1. Fax: 519-725-0554. Further information on the Department can be found at: <http://uwaterloo.ca/french/french.html>. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

GERONTOLOGY

MCMASTER UNIVERSITY — Gerontology. A two-year contractually limited appointment will be made in Gerontology at the Assistant Professor level, commencing July 1, 1998, subject to budgetary approval. The position includes teaching first-year classes and some administrative responsibilities. Candidates in the Behavioural and Social Sciences, especially Anthropology, Economics, Physical Education, Political Science, Psychology, Religious Studies, and Sociology are encouraged to apply. The University offers a three-year B.A. and a four-year Honours program in Gerontology and another Subject, as well as a B.A. in Gerontology as a Second Degree. McMaster University encourages applications from qualified women and men, members of visible minorities, and persons with disabilities. In accordance with

Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and letters of support from three referees, should be submitted by December 1, 1997. Applicants should arrange for referees to send letters directly to the Office of Gerontology Studies by the deadline date. Applications should be submitted to: Dr. Carolyn J. Rosenthal, Director, Office of Gerontology Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1.

HEMATOLOGY

UNIVERSITY OF SASKATCHEWAN — Hematology. The Department of Medicine, College of Medicine, University of Saskatchewan, invites applications for an academic full-time position in Hematology, primarily based at Royal University Hospital, a Saskatoon District Health facility. Responsibilities include teaching and patient care. An interest in clinical research and general internal medicine would be an asset. Candidates

should have FRCP certification in internal medicine and hematology and be eligible for licensure in the province of Saskatchewan. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of these designated groups on their application. Please send application, with curriculum vitae, and names of three referees to: Dr. D.L. Cott, Chairman, Department of Medicine, College of Medicine, University of Saskatchewan, Saskatoon, Canada, S7N 0W8.

HISTORY

UNIVERSITY OF GUELPH — The Department of History invites applications for a tenure-stream appointment in the history of nineteenth and twentieth century continental Europe, partic-

Université d'Ottawa • Faculté d'éducation



La Faculté d'éducation de l'Université d'Ottawa requiert les services d'une professeure ou d'un professeur en **Counseling éducationnel**. Il s'agit d'un poste conduisant à la permanence. Les candidats et candidates éligibles au rang de professeur adjoint ou agrégé seront considérés.

Qualifications :

1. Doctorat en éducation, éducation scolaire et professionnelle ou doctorat en psychologie; counselling.
2. Dossier actif de recherche dans le domaine spécialisé.
3. Être membre d'une corporation professionnelle.
4. Expérience en orientation scolaire ou en counselling vocationnel et personnel.
5. Connaissance passive de l'anglais ou disponibilité pour l'atteindre avant la permanence.

Fonctions :

1. Enseignement en counselling au programme de M.Éd. La candidate ou le candidat devra également pouvoir enseigner aux programmes des autres cycles.
2. Recherche dans le domaine spécialisé.
3. Supervision de stages en counselling éducationnel.
4. Collaboration avec les partenaires du milieu éducatif.
5. Participation aux activités universitaires.

Contexte de travail : La candidate ou le candidat choisi doit être disposé à ouvrir dans le domaine de l'éducation en langue française en Ontario.

Rang et salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Entrée en fonction : le 1er juillet 1998

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le poste sera comblé sous réserve des disponibilités budgétaires. Seuls les candidats(es) invités(es) pour une entrevue recevront un avis de réception.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois personnes à des fins de référence, avant le 30 octobre 1997, à :

Johanne S. Bourdages, vice-doctorat (Programmes)
Université d'Ottawa, 145, rue Jean-Jacques-Lussier,
Ottawa (Ontario), K1N 6N5



DALHOUSIE UNIVERSITY Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for a probationary tenure track/tenure track position in the business law area commencing July 1, 1998.

Suitable candidates will hold an LL.B. degree and an LL.M. degree, preferably in the business law area; have attained a high level of academic achievement in both; have been admitted to a provincial Bar or society; have previous experience in business law, and possess a demonstrated research record and/or a demonstrated capacity for scholarly research.

The successful candidate will be required to teach Business Associations and other subjects in the field of business law, such as Securities Law, the Regulation of Financial Institutions or Tax I.

The closing date for applications is November 7, 1997.

Applications, including a résumé, university transcripts, and three letters of reference, at least one of which must be an academic reference, should be forwarded to:

The Dean
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia
B3H 4T9
Tel: (902) 494-2114
Fax: (902) 494-1316

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, racially visible persons and persons with disabilities.

ASSISTANT PROFESSOR COGNITIVE PSYCHOLOGY

The Department of Psychology at The University of Calgary invites applications for one tenure-track appointment in Cognitive Psychology, effective July 1 or September 1, 1998.

Responsibilities: Maintain a productive, funded research program in cognitive psychology, teach in the Department's graduate and undergraduate programs, and contribute to university service activities.

Qualifications: Ph.D. in Psychology or equivalent, evidence of effective teaching and a demonstrated ability to conduct research in cognitive psychology. In addition, we seek a person who has research interests related to current Department research areas including ergonomics, perception, behavioural neuroscience, developmental/aging, clinical and social/personality. Teaching experience in research design and quantitative methods are assets.

The University of Calgary is committed to Employment Equity.

Applications, including a statement of interest, curriculum vitae, recent publications, and three letters of reference should be sent by November 30, 1997 to:

Dr. G. Fouts, Chair
Cognition Search Committee
Department of Psychology
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
Tel: (403) 220-5573 Fax: (403) 282-8249
e-mail: gfouts@acs.ucalgary.ca



www.ucalgary.ca



The University of Manitoba
Faculty of Management

INSTITUTE OF CHARTERED ACCOUNTANTS OF MANITOBA PROFESSORSHIP

Applications are invited for the Institute of Chartered Accountants of Manitoba Professorship. This is a tenure-track position. Rank is at the Associate or Full Professor level, and is based on qualifications and experience. Visiting appointment is also possible. PhD must be completed. Duties include research and teaching at the undergraduate and graduate levels. A strong track record of research and publication is required. Salary is competitive and will depend on qualifications, experience and research record. The position is supported by travel and research funds. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. C.E. Mossman, Chair, Accounting Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V6. The closing date for initial consideration of applications is November 30, 1997, but further applications will be accepted until the position is filled.



Recteur ou Rectrice Université Laurentienne

Appel de mises en nomination et de candidatures au poste de recteur de l'Université Laurentienne.



Établissement bilingue, l'Université Laurentienne a été créée par une loi de la législature de l'Ontario en 1960. Elle comprend trois universités fédérées (Huntington, Sudbury et Thérèse) de même que deux collèges affiliés (Algonia University College, à Sault Ste. Marie, et Collège universitaire de Hearst). Le principal campus de l'Université est situé à Sudbury sur un domaine de 750 acres surplombant trois lacs.

Le bilinguisme de la Laurentienne, son engagement envers l'apprentissage dans le Nord, son magnifique cadre naturel, et sa focalisation marquée sur la collectivité offrent à ses 7 000 étudiants à temps plein et à temps partiel une expérience éducative sans pareille. Plus de 100 programmes d'études sont offerts en humanités, sciences sociales, sciences et génie, dans les écoles professionnelles et à la division des études supérieures. L'œuvre que cet établissement a accomplie dans le domaine de la formation à distance dans le nord de l'Ontario, ainsi que les travaux indépendants de classe internationale effectués dans six centres de recherche spécialisés lui ont valu une renommée mondiale. Elle compte 288 professeurs à temps plein et dispose d'un budget de fonctionnement de 52 millions de dollars.

Le recteur est le principal administrateur de l'Université et doit diriger le secteur des études et les affaires de l'établissement. Les personnes intéressées à ce poste doivent avoir des compétences universitaires et administratives hors pair, une vaste expérience dans un poste de direction au sein d'un organisme de taille et de complexité comparables, et maîtriser le français et l'anglais.

Les mises en nomination et les candidatures seront traitées confidentiellement; elles devraient faire état des compétences et des accomplissements personnels pertinents. Les dossiers doivent être envoyés, avec un curriculum vitae, à l'adresse indiquée ci-dessous. Le Comité de sélection examinera les dossiers des candidats à compter du mois d'octobre 1997.

En conformité avec les lois de l'immigration au Canada, cette annonce s'adresse d'abord aux citoyens canadiens et aux résidents permanents. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et fait appel à toutes les personnes dûment qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes ayant des handicaps.

Janet Wright & Associates Inc.
21, chemin Bedford, bureau 100
Toronto (Ontario) M5R 2J9
Télécopieur: (416) 923-8311



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CLASSIFIEDS

daily France, Germany, or Russia, to be made at the rank of Assistant Professor. Applicants from candidates with a research interest in one of the following thematic areas would be especially welcome: urban history, international or political history, race and imperialism, gender, women's history and family history. Minimum requirements include a completed PhD, proven teaching experience, and some scholarly publications. The successful candidate should be able to teach undergraduate courses in modern European history and in a secondary area, and be willing to participate in advising graduate students, both at the M.A. and the PhD level (through the T.Y. University Program), within a few years following their appointment. Salary commensurate with qualifications and experience. The University of Guelph is committed to an employment equity program that includes measures to attract diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In

accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval. Applications, including curriculum vitae, e-mail address, and the names of three referees, should be sent to Prof. James G. Smith, Chair, Appointments Committee, Department of History, University of Guelph, Guelph, Ontario, Canada, M1G 2W1. The appointment will be on an effective August 1, 1998 with a closing date for applications of January 15, 1998.

YORK UNIVERSITY - Faculty of Arts, Department of History. Applications are invited for a tenure-track position at the assistant professor level in the field of 20th Century Canadian Political History [including constitutional history, international relations, race formation, political culture, public policy, and cultural policy], to commence July 1, 1998. A strong preference will be given to candidates whose research and publication interests focus on the period since the Second World War. Required qualifications

include a completed PhD or equivalent and an ongoing program of research in the field. Candidates should show promise of excellence in teaching and scholarly publication and research. In making all appointments, the Department is keen to attract scholars who have an interest in the history of Canada and who are committed to the teaching of Canadian history. Indispensable qualities are: gender and sexuality; cross-cultural contact; post-colonial studies. Salary is dependent upon qualifications and experience. Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than January 8, 1998 to Prof. Jonathan Edmondson, Acting Chair, Department of History, Faculty of Arts, York University, 4700 Keele St., North York, Ont. M3J 1P3. York University is an equal opportunity employer. The position is subject to budgetary approval.

UNIVERSITY OF TORONTO - History of Early Modern Europe (Renaissance and Reformation). The Department of History, University of Toronto, invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of Early Modern Europe, ca. 1400-1600, effective July 1, 1998. Specialization in intellectual, cultural, political or religious history preferred. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research and publication. Successful candidates will be responsible for teaching undergraduate and graduate level courses in the field. Salary will be commensurate with experience. Send applications, curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 207A, Toronto, Canada, M5S 3G1. Applications will close 10 November, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - History of Modern China. The Department of History, University of Toronto, invites applications for a tenure-track appointment at the rank of Assistant Professor in the field of Modern History of China, effective July 1, 1998. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research and publication. Successful candidates will be responsible for teaching undergraduate and graduate level courses, including a senior undergraduate course in the field of Modern China's Foreign Relations. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 207A, Toronto, Canada, M5S 3G1. Applications will close 10 November, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

YORK UNIVERSITY - Faculty of Arts, Department of History. Applications are invited for a tenure-track position at the assistant professor level in the field of United States Political History since 1865 [including international relations, state formation, political culture, public policy, civil rights, race relations], to commence July 1, 1998. Required qualifications include a completed PhD or equivalent and an ongoing program of research in the field. Candidates should show promise of excellence in teaching and scholarly publication and research. In making all appointments, the Department is keen to attract scholars who have an interest in the history of one or more of the following: indigenous peoples, gender and sexuality, cross-cultural contact, and post-colonial studies. Salary is dependent upon qualifications and experience. Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than January 8, 1998 to Prof. Jonathan Edmondson, Acting Chair, Department of History, Faculty of Arts, York University, 4700 Keele St., North York, Ont. M3J 1P3. York University is an equal opportunity employer. The position is subject to budgetary approval.

YORK UNIVERSITY - Faculty of Arts, Division of Humanities. Applications are invited for a tenure-track position at the assistant professor level in the field of Cross-Cultural Studies, effective July 1, 1998. Prospective candidates should have the qualifications to teach and conduct research in Cross-Cultural Studies with a focus on Korea and would be expected to contribute to the development of Korean Studies at York. Applicants should have the appropriate scholarly strengths to teach introductory and advanced courses on Korean Culture from a cross-cultural perspective and, more broadly, Humanities interdisciplinary courses from first to fourth years. Duties may include teaching in the Faculty of Graduate Studies, a PhD to essential and candidates should show promise of excellence in teaching and in scholarly research and publication. An excellent command of English is required to contribute to western cultural courses are required. Preference will be given to candidates with expertise in Modern Korean Culture. Salary is dependent upon qualifications and experience. This position is subject to budgetary approval. A letter of application with a curriculum vitae and three confidential letters of recommendation should be sent to Prof. Michael Groll, Acting Chair, Division of Humanities, York University, 4700 Keele St., North York, Ont. M3J 1P3. Candidates should arrange for three letters of recommendation from three referees to be sent

directly to the above address. The deadline for applications is January 15, 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HUMANITIES

CARLETON UNIVERSITY - College of the Humanities. Applications are invited for a two-year term appointment with a possibility of conversion into a tenure-track position at the rank of Assistant Professor in the College of the Humanities, commencing July 1, 1998. The position is subject to budgetary approval. The College offers a four-year core curriculum in the humanities for highly accomplished undergraduate students. The requirements of the position are an ability to teach the core seminar dealing with philosophical texts and debates from Greek antiquity to the modern era, and to conduct research in the areas of humanistic and social sciences. The ability to teach Greek and Latin would be an asset. Applicants should send a letter of application and a completed PhD or equivalent and an ongoing program of publication and research in the area of Roman literature and culture. Candidates should show

promise of excellence in teaching and in scholarly research and publication. The successful candidate will be expected to contribute to the development of Roman Studies at York. Applicants should have the appropriate scholarly strengths to teach introductory and advanced courses on Roman Culture from a cross-cultural perspective and, more broadly, Humanities interdisciplinary courses from first to fourth years. Duties may include teaching in the Faculty of Graduate Studies, a PhD to essential and candidates should show promise of excellence in teaching and in scholarly research and publication. An excellent command of English is required to contribute to western cultural courses are required. Preference will be given to candidates with expertise in Modern Roman Culture. Salary is dependent upon qualifications and experience. This position is subject to budgetary approval. A letter of application with a curriculum vitae and three confidential letters of recommendation should be sent to Prof. Michael Groll, Acting Chair, Division of Humanities, York University, 4700 Keele St., North York, Ont. M3J 1P3. Candidates should arrange for three letters of recommendation from three referees to be sent

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LINGUISTICS & APPLIED LANGUAGE STUDIES

CARLETON UNIVERSITY - School of Linguistics and Applied Language Studies. Applications are invited for a three-year term position at the level of Instructor 1 to teach Communication Skills courses for Engineering, commencing January 1, 1998. The position is subject to budgetary approval. Instructors are teaching positions and require the incumbent to teach the equivalent of an average of 4.5 full credit courses per year, which includes responsibility for materials, curriculum programme development. Candidates must have at least a Master's degree in Applied Language Studies or a related field, with specialization in written and spoken communication in engineering workplace and academic settings and a permanent professional commitment to a career in teaching engineering communication. Academic qualifications in Engineering are desirable. Additional qualifications include a minimum of five years' teaching experience in academic ESL with an ESP (engineering focus). Applicants should send a curriculum vitae and the names of three referees to: Professor Ian Fring, Director, School of Linguistics and Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5S6. Closing date for applications is October 31, 1997 or when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

MANAGEMENT INFORMATION SYSTEMS

UNIVERSITY OF MANITOBA - Faculty of Management. Applications are invited for a tenure-track position in the area of management information systems. Candidates should have specialization in one or more of the following areas: database management, systems development, telecommunications, and strategic use of information technology. Preference will be given to individuals with an applied orientation and/or industry experience. Rank is at the Assistant Professor level. PhD completed or very near completion required. Duties include research and

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by visual artists, photographers, composers, and writers. The Foundation offers, at no cost, eleven furnished apartments, a reference library, an artist studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant; therefore, no stipends are available. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty who intend to pursue special studies while on leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; writers, photographers, visual artists, and composers with specific projects to complete. Because of the limited number of studios, only one artist, one photographer, and one composer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is February 1 for the following academic year. For informational brochure and application form write to:

The Camargo Foundation
Mr. Ricardo Bloch
125 Park Square Court
400 Sibley Street
Saint Paul, MN 55101 - 1928
USA

While appointments may be made in any field in Microeconomics and Macroeconomics, field preferences include International Organization, International Economics, and Empirical Macroeconomics.

PhD Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization.

Appointments effective July 1, 1998; salaries commensurate with qualifications.

Interested candidates should write by December 1, 1997, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.



Department of English University of Toronto

Assistant Professor 20th-Century Poetry

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in 20th-Century Poetry. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in 20th-Century Poetry. Duties consist of research and undergraduate teaching (eventually graduate teaching). Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to: Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include one writing sample of not more than 25 pages. Appointment commences July 1998. Applications arriving after 21 November, 1997 may be too late. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.



Industrial Waste/Solid and Hazardous Waste

A tenure-track position at the assistant professor level, available January 1, 1998. You should have an Honour Bachelor's degree in environmental or chemical engineering, a PhD in environmental/chemical engineering, and be eligible for PEng registration in Ontario. You should be prepared to teach courses at graduate and undergraduate levels in waste treatment and solid hazardous wastes. Expertise in air pollution control and water treatment would be an asset.

You must have potential or proven ability for excellence in teaching and research, supervision of graduate students, and communication skills. You will be expected to participate in interdisciplinary research and interact with the Great Lakes Institute for Environmental Research.

Please send a letter of application, a recent curriculum vitae, and arrange for three letters of reference to be forwarded directly to: Dr. N. Bilwas, Civil and Environmental Engineering, University of Windsor, 401 Sunset Ave., Windsor, Ontario N9B 3P4. Complete applications including letters of reference should be received by October 27, 1997.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.



Memorial University of Newfoundland

ACCOUNTING Faculty of Business Administration

(Competition Number FBA-04-97) Tenure-Track Position

Applications are invited for a tenure-track faculty position at the rank of assistant professor in the accounting area commencing August 1998. The successful applicant is expected to teach undergraduate and graduate courses, and conduct accounting related research. Applicants should have a PhD in accounting, or be ABD, and have demonstrated commitment to teaching and research in a university environment. In addition, a professional designation in Accounting would be desirable. Approximately 900 students are registered in the undergraduate programs of the Faculty, while the MBA program has approximately 170 students, mostly part-time. (For more information, visit our web site at www.mun.ca.) In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and the names of three referees by December 1st, 1997, to:

Dr. Bill Blake, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NP A1B 3X5
Canada

For further information telephone (709) 737-8851 or fax (709) 737-2467. Memorial University of Newfoundland is committed to employment equity.



DALHOUSIE UNIVERSITY Vice-President (Academic & Research)

Applications and nominations are invited for the position of Vice-President (Academic and Research) at Dalhousie University.

Dalhousie University has an enrolment of approximately 13,500 full-time students — 11,000 undergraduate and 2,500 graduate — and has an operating budget of \$139 million.

The Vice-President (Academic and Research) is responsible to the President for the successful academic operation of the university. The successful candidate will work with senior university officers, the Senate, the Deans of the Faculties of Arts and Social Sciences, Dentistry, Graduate Studies, Health Professions, Henson College, Law, Management, Medicine, and Science and the Principal of DalTech, who has responsibility for Architecture, Computer Science, and Engineering at Dalhousie, in planning, evaluation and administration of academic and research programs, personnel and resources. Candidates should be recognized scholars with qualifications appropriate for a senior faculty appointment and should have suitable experience in university administration, with excellent communication and interpersonal skills.

The appointment is normally for a term of five years and will commence on July 1, 1998. Applications should include biographical information and the names of three referees familiar with the applicant's administrative experience.

Applications and nominations should be submitted by November 1, 1997 to The Secretary, Search Committee, Vice-President (Academic and Research), President's Office, Dalhousie University, Halifax, Nova Scotia B3H 3J5.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity affirmative action employer. The university encourages applications from qualified aboriginal peoples, persons with a disability, racially visible people and women. Applications and nominations will be treated confidentially.

CLASSIFIEDS

NEUROLOGY

THE MONTREAL NEUROLOGICAL INSTITUTE (MNI) of McGill University invites applications from outstanding candidates for a tenure track faculty position in the McConnell Brain Imaging Center. The MNI houses extensive MRI, PET, SPECT and computer facilities. The successful candidate will have a PhD in engineering/physics, post-doctoral experience, and a proven track record in 3D medical image processing, image-guided neurosurgery, and MRI. He/she will be expected to: 1) establish an independent research program in 3D neurological image processing and image guided neurosurgery; 2) to interact with neurosurgical colleagues in the department; 3) to act as a physics consultant to neurosurgery. Salary is commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and the names of three references to: Dr. Bruce Pike, Chair, Search and Selection Committee, Montreal Neurological Institute, 3801 University St., Montreal, QC, Canada, H3A 2B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

of Canada. McGill University is committed to equality in employment. Applications should be received by November 1, 1997.

ORAL HEALTH SCIENCE

UNIVERSITY OF ALBERTA - The Department of Oral Health Sciences, in conjunction with the Department of Cell Biology and Anatomy in the Faculty of Medicine and Dentistry, University of Alberta, invites applications for a tenure-track position at the Assistant/Associate Professor level. We are seeking an individual to enhance our research specific to the oral facial region. The faculty has current strengths in (1) neurobiology, (2) cell signaling, (3) protein targeting and organelle biogenesis, and (4) cell-cell interactions which could be complemented by this candidate. Salary range: \$29,800 - \$36,124 plus comprehensive benefits. The successful applicant will have a proven record of research achievement and will be eligible for funding by the Alberta Heritage Foundation for Medical Research. The chosen candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with multidisciplinary research groups within the University. A contribution to

the Department's teaching program will also be expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a one-page statement of research interests, and have three to five letters of reference sent to: Dr. G. Wayne Raborn, Associate Dean and Department Chair, Oral Health Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2B8. Deadline for receipt of applications is November 15, 1997. University of Alberta is committed to the principle of equal opportunity in employment. We welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHILOSOPHY

TRENT UNIVERSITY - The Department of Philosophy invites applications for a tenure track position in 19th century Philosophy at the Assistant Professor level to commence July 1, 1998. This appointment is subject to budgetary approval by the university. The successful candidate will have broad grounding in the history of philosophy, and as his or her area of specialization, Hegelian and/or Marxist thought. Ability to teach Critical Theory, and either Ancient Philosophy or Practical Reasoning will be an asset. Teaching will be expected at all levels of the undergraduate curriculum. Applicants should have a PhD and, preferably, teaching experience and publications. Applications, including a curriculum vitae and three letters of reference, should be sent by November 15, 1997 to: Professor Constantin V. Boundas, Chair, Department of Philosophy, Trent College, 1100 London Street, Peterborough, Ontario K9H 7W4, Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHYSICAL & HEALTH EDUCATION

QUEEN'S UNIVERSITY - The School of Physical and Health Education at Queen's University, Kingston, invites applications for a three-year renewable tenure track position at the rank of assistant professor (salary to reflect qualifications and experience). The appointment will commence January 1, 1998 or July 1, 1998, subject to negotiation. The successful candidate will hold a PhD specializing in physical aspects of exercise, health or sport and have a strong theoretical background in one of the cognate disciplines: psychology, applied health, kinesiology, physical education, recreation, leisure studies or related areas. The School maintains a balanced undergraduate program

between the Arts and the Sciences and a M.A. degree in the psychosocial area. Courses current by offered which have a psychological component at the introductory, senior undergraduate, or graduate levels include: Psychology of Sport and Exercise, Exercise Psychology and Health Promotion, Physical Activity and Aging, Physical Activity for Pre-Adolescent, Psychology of Coaching, Principles and Applications of Physical Fitness, Social Psychology of Sport and Exercise, and Research Theory and Design. Course offerings can be modified over time to reflect expertise and the changing nature of the discipline. The successful candidate must demonstrate strong teaching skills at both the undergraduate and graduate levels. The successful candidate must also show evidence of strong research training and the ability to conduct independent and collaborative research within an interdisciplinary team. It is also expected that the successful candidate will develop his/her own research area and contribute to the collaborative research activities of either the Centre for Sport and Exercise Studies or the Fitness and Lifestyle Centre. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Queen's University has an employment equity program, welcomes diversity in the work place and encourages applications from all qualified men and women, including Aboriginal peoples, people with disabilities, members of visible minorities, gay men and lesbians. Letters of application, together with a curriculum vitae and names of three references should be submitted by October 30, 1997. Dr. Joan M. Stevenson, Director, School of Physical and Health Education, Queen's University, Kingston, Ontario K7L 3N6; e-mail: stevensj@post.queensu.ca; Telephone (613) 545-7666 Fax: (613) 545-2009.

PHYSICS

UNIVERSITY OF TORONTO - The Department of Physics plans to make a tenure track appointment in High Energy Physics at the rank of Assistant Professor, subject to budgetary approval, with a starting date of July 1, 1998. We seek candidates with a PhD in Physics, proven or potential excellence in both research and teaching, whose research interests are in theoretical Particle Physics. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and three letters of reference should be sent to: Professor Pekka Siervo, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario M5S 1A7 Canada. The deadline for the receipt of applications and letters of recommendation is December 31, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

POLITICAL SCIENCE

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, Department of History and Politics invites applications for a tenure-track position in Political Science. The appointment will commence July 1, 1998, subject to budgetary approval. Candidates must have a doctorate. The successful candidate must be able to teach courses in Comparative Politics. Areas of research interest which would fit to other disciplines in the University include public policy, international development, environmental politics, health studies, information technology and media studies. The Department is interested in applicants with a proven commitment to innovative undergraduate teaching, and to interdisciplinary teaching and research. Rank and salary will be commensurate with qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Ken Coates, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5, or faxed to 506-648-5611. Applications should be in by November 21, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

PSYCHIATRY

UNIVERSITY OF SASKATCHEWAN - Academic Psychiatry. A Tenure Track position for an Academic Adult Psychiatrist at the Assistant Professor rank, will become available in July 1998 at the University of Saskatchewan, Saskatoon. It is an attractive, clear, safe, educationally and culturally enriched environment. Recreational facilities

are excellent. The position is a full-time appointment in the Department of Psychiatry, College of Medicine, University of Saskatchewan. The successful candidate will be actively involved in Undergraduate and Postgraduate training programs. Scholarship and research are required. There are many opportunities for collaboration. The Department includes neuroscience and social science research divisions and a forensic facility. The incumbent will practice at Royal University Hospital, one of the facilities of Saskatoon District Health which has a full range of inpatient and outpatient adult psychiatric services, including all of the subspecialties of psychiatry. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of these designated groups on their application. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals, regardless of their immigration status in Canada. The rank, salary and benefits will be commensurate with qualifications and experience. The deadline for replies is October 30, 1997. Please call (306) 966-8223 or write to: Dr. R.C. Bowen, Professor & Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, SK S7N 0W8.

PSYCHOLOGY

LAKEHEAD UNIVERSITY - The Department of Psychology at Lakehead University invites applications for a tenure track position at the rank of Assistant Professor commencing August 1, 1998. Candidates should possess a PhD in Clinical Psychology. The appointment will involve teaching 2 courses and supervising student

CAUT ACPPU

PUBLISHER'S STATEMENT DECLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnic origin, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human Rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to: AAUP, Suite 502, 1005 - 14th St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'origine sociale, d'orientation sexuelle ou d'affiliation politique. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de fournir des renseignements de caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourrissent être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. Aux États-Unis, l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire. Il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202) 737-5900.

ADVERTISING DEADLINES

The Bulletin is published 10 times during the academic year: 1st week of each month September through June.

DEC	JAN	FEB
CLASSIFIED Nov 7/97 - 12 pm	CLASSIFIED Dec 5/97 - 12 pm	CLASSIFIED Jan 9/98 - 12 pm
DISPLAY Nov 14/97 - 12 pm	DISPLAY Dec 12/97 - 12 pm	DISPLAY Jan 16/98 - 12 pm

DATES LIMITES

Le Bulletin est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

DÉC	JAN	FÉV
PETITES ANNONCES 7 nov/97 - 12h00	PETITES ANNONCES 5 déc/97 - 12h00	PETITES ANNONCES 9 jan/98 - 12h00
GRANDES ANNONCES 14 nov/97 - 12h00	GRANDES ANNONCES 12 déc/97 - 12h00	GRANDES ANNONCES 16 jan/98 - 12h00

ADVERTISING RATES

CLASSIFIED SECTION	
Display ads	\$4.00
Classified ads	\$3.85
EDITORIAL SECTION	
Display ads	\$1.00
COLOUR ADVERTISING*	
Black & 1 colour	\$240
Black & 2 colours	\$420
Black & 3 colours	\$900

All prices quoted are per page line and are in effect until July 1, 1998.
*Agency commission 15% (camera ready artwork required)
*These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES	
Grandes annonces	4,00 \$
Annonces classées	3,85 \$
SECTION ÉDITORIALE	
Grandes annonces	1,00 \$
ANNONCES COULEURS*	
Noir et une couleur	240 \$
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ANNOUNCEMENTS

research. The candidate will be expected to develop a strong research program, contribute to the training of Clinical PhD students, and be registered in the Province of Ontario, or be eligible for registration. Lakeland University has recently started a PhD program in Clinical Psychology and operates a Psychology Clinic on campus. This appointment is subject to final budgetary approval. Applicants are invited to submit a curriculum vitae, the names, addresses and telephone numbers of three referees to: Dr. D. Keen, Acting Dean of Arts and Science, Lakeland University, 355 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Further information can be obtained from Dr. S. Goldstein, Chair of the Department of Psychology, Fax: (807) 343-8630 or e-mail: Steve.Goldstein@lakeland.ca. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakeland University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF VICTORIA - The Department of Psychology at the University of Victoria invites applications for two tenure-track Assistant Professor appointments. Applicants should have the PhD degree in one of the areas of psychology described below and demonstrated evidence of outstanding potential in research and teaching. Postdoctoral experience is desirable. For further information about the Department, visit <http://web.uvic.ca/psych>. Clinical Child Psychology: We invite applications from individuals who are interested in joining our CANAPA approved program in Clinical Psychology. We are particularly interested in candidates with research interests in adolescent development or child and family interaction. Specific areas of potential research interest include developmental processes, family dynamics and interventions, mental health problems of school-age populations, treatment outcome research, and cross-cultural developmental issues. Applicants should have completed a CMAA and/or APA approved doctoral program and be registered/licensed or registrable as a Psychologist in British Columbia. Child Development: We invite applications from individuals who are interested in joining our program in Life-Span Development and Aging. We are particularly interested in candidates whose expertise involves cognitive and social cognition in young children. Specific areas of potential research interest include children's memory, mental representations, and cross-cultural cognition. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if qualified Canadian applicants cannot be found, other individuals will be considered. To apply, send a letter of application (including a statement of research interests/teaching and teaching interests/objectives), curriculum vitae (including citizenship status), copies of relevant papers, and three letters of reference to: Chair, Department Committee or Child Development Search Committee, c/o Michael Mason, Chair, Department of Psychology, University of Victoria, PO Box 3500, Victoria, BC V8W 2Y5. Deadline for applications: December 15, 1997.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology, invites applications for a probationary (tenure-track) position at the Assistant Professor level of individuals with research interests in any area of Clinical Psychology are invited to apply. The successful candidate will have strong doctoral-level academic training, and demonstrated ability in research and teaching. The clinical program adheres to the standards/practice model and a CMAA and APA accredited. Applicants should submit a vitae, copies of representative publications, and arrange to have three letters of recommendation sent to: Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada, N6A 3G2. The position is subject to budgetary approval. The scheduled starting date is July 1, 1998. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in its workforce, and encourages applications from all qualified

individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ST. JEROME'S UNIVERSITY, Department of Psychology - Applications are invited for a tenure-track position in Psychology at the level of Assistant Professor in the field of child and adolescent psychology. The successful candidate will be a member of the Roman Catholic Church, a member of the Roman Catholic institution federated with the University of Waterloo. Successful candidates will hold a PhD in Psychology with specialization in the area of child and adolescent psychology, developmental psychology, personality psychology and/or clinical approaches and systems. All also being equal, ultimate preference will be given to female candidates, as well as to applicants who are familiar with and supportive of the traditions of the Roman Catholic faith, salary will be commensurate with the Assistant Professor of \$38,850. Applications, together with the names of three persons who have been requested to send confidential letters of reference should be mailed by November 1, 1997 to: Dr. John K. Rempel, Chair, Department of Psychology, St. Jerome's University, 1000 University Avenue, Windsor, Canada, N2L 3G3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if qualified Canadian applicants cannot be found, other individuals will be considered. To apply, send a letter of application (including a statement of research interests/teaching and teaching interests/objectives), curriculum vitae (including citizenship status), copies of relevant papers, and three letters of reference to: Chair, Department Committee or Child Development Search Committee, c/o Michael Mason, Chair, Department of Psychology, University of Victoria, PO Box 3500, Victoria, BC V8W 2Y5. Deadline for applications: December 15, 1997.

RESPIRATORY MEDICINE

UNIVERSITY OF BRITISH COLUMBIA - Department of Medicine, The Division of Respiratory Medicine invites applications for a Research Associate in the area of the Genetics of Asthma. The successful candidate will be responsible for the development of a research program in the field of asthma. The position will be a full-time position, starting July 1, 1998. The salary will be \$50,480. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if qualified Canadian applicants cannot be found, other individuals will be considered. To apply, send a letter of application (including a statement of research interests/teaching and teaching interests/objectives), curriculum vitae (including citizenship status), copies of relevant papers, and three letters of reference to: Chair, Department Committee or Child Development Search Committee, c/o Michael Mason, Chair, Department of Psychology, University of Victoria, PO Box 3500, Victoria, BC V8W 2Y5. Deadline for applications: December 15, 1997.

SOCIAL WORK

MCMASTER UNIVERSITY - Gerontology. A two-year contractually limited appointment will be made in Gerontology at the Assistant Professor level, commencing July 1, 1998, subject to budgetary approval. The position includes teaching first-year classes and some administrative responsibilities. Candidates in the Behavioural and Social Sciences, especially Anthropology, Economics, Physical Education, Political Science, Psychology, Religious Studies, Social Work and Systems are encouraged to apply. The University offers a three-year B.A. and a four-year Honours program in Gerontology and Ancillary Subject. Degree McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ment is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and letters of support from three referees, should be submitted by December 1, 1997. Applicants should arrange for referees to send letters directly to the Office of Gerontology Studies by the deadline. Applications should be submitted to: Dr. Carolyn L. Rempel, Director, Office of Gerontology Studies, McMaster University, 2280, 1283 Main Street West, Hamilton, Ontario, L8S 4L3.

SOCIOLOGY

UNIVERSITY OF ALBERTA - Department of Sociology. The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of appointments is a new market will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Sociology invites applications for the position of assistant or junior associate professor in the field of migration, immigration and media, starting July 1, 1998. An interest in social psychology would also be an asset. The successful candidate will have a record of research in teaching, research and publication, and will be expected to play a major part in our current redesigning of both our undergraduate and graduate programs. The successful candidate will range for the assistant professor rank, effective July 1, 1998, will be \$40,638 to \$57,510. The floor of the assistant professor rank, effective July 1, 1998, will be \$50,480. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application (including a statement of research interests/teaching and teaching interests/objectives), curriculum vitae (including citizenship status), copies of relevant papers, and three letters of reference to: Dr. Derek Sayre, Professor and Chair, Department of Sociology, University of Alberta, Edmonton, Alberta T6G 2H4, to arrive no later than December 15, 1997. The University of Alberta is committed to the principles of equity in employment. We encourage applications from all qualified women and men, including aboriginal persons, persons with disabilities, and members of visible minorities.

ST. JEROME'S UNIVERSITY, Department of Sociology - Applications are invited for a tenure-track position in Sociology at the level of Assistant Professor to commence on July 1, 1998. St. Jerome's University is a liberal arts, Roman Catholic institution federated with the University of Waterloo. The successful candidate will have a PhD in Sociology with a specialization in the sociology of marriage and the family, the sociology of religion, and the sociology of medicine and mental disorder. The successful candidate must also have demonstrated excellence in teaching and proven ability, or potential, for research. All also being equal, ultimate preference will be given to female candidates, as well as to candidates who are familiar with and supportive of the traditions of the Roman Catholic faith. Salary will begin at the current Assistant level of \$38,850. Applications together with the names of three persons who have been requested to send confidential letters of reference should be mailed by November 1, 1997 to: Dr. Frederick Desrosiers, Chair, Department of Sociology, St. Jerome's University, 1000 University Avenue, Windsor, Canada, N2L 3G3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if qualified Canadian applicants cannot be found, other individuals will be considered. To apply, send a letter of application (including a statement of research interests/teaching and teaching interests/objectives), curriculum vitae (including citizenship status), copies of relevant papers, and three letters of reference to: Chair, Department Committee or Child Development Search Committee, c/o Michael Mason, Chair, Department of Psychology, University of Victoria, PO Box 3500, Victoria, BC V8W 2Y5. Deadline for applications: December 15, 1997.

SPORT THERAPY

YORK UNIVERSITY - Faculty of Arts, Kinesiology and Health Science. Applications are invited for a tenure-track appointment at the Assistant Professor level in Sport Therapy/Rehabilitation. The appointee will assist in developing a Master's degree in this area that will complement current offerings in exercise physiology, health psychology, and kinesiology. The appointee will include the supervision and teaching of graduate students and undergraduate teaching in the Sport Therapy Certificate Programme. A PhD or MSc with a background in sports medicine and a proven track record in research is required. Priority will be given to a promising publication record in refereed journals and the ability to develop a productive research programme supported by external funding. Duties to commence July 1, 1998, subject to budgetary approval. Applicants should send a curriculum vitae, covering letters of support from three referees, relevant reports, and the names, addresses and telephone numbers of at least three individuals who may act as referees sent to: Dr. Frances Elert, Chair, Search Committee, Kinesiology and Health Science, York University, 4700 Keele St., North York, Ont. M3J 1P3. The deadline for applications is November 30, 1997. Further information can be obtained at <http://www.yorku.ca/deptphysi/>. York University has a policy of employment equity, including affirmative action for women, aboriginal persons, persons with disabilities and members of visible minorities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS

UNIVERSITY OF ALBERTA - Department of Mathematical Sciences, position in Statistics (S-54). The Department of Mathematical Sciences at the University of Alberta is inviting applications for a position in Statistics beginning July 1, 1998. The position will be offered at the Assistant or Associate Professor level depending on the qualifications of the successful applicant. The salary ranges are \$38,850 to \$57,510 for Assistant Professors and \$45,912 to \$64,644 for Associate Professors. A PhD degree in Statistics is required. We are looking for an individual with very strong proven ability or exceptional demonstrated potential for research, excellent communication skills for teaching and consultation, and enthusiasm and leadership potential for our Statistics Centre and Graduate and Undergraduate programs - our mechanisms for placing students with the academic, public and private sectors. All areas of statistics will be considered, but preference will be given to areas that promote contact with other University researchers and/or industry. Areas of interest include (but are not limited to): robust, nonlinear, survival analysis, and reliability theory, multivariate analysis, time series, survey sampling, hierarchical analytic methods, statistical modeling and data analysis. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should send a curriculum vitae, covering letters of support from three referees, relevant reports, and the names, addresses and telephone numbers of at least three individuals who may act as referees sent to: Dr. Frances Elert, Chair, Search Committee, Kinesiology and Health Science, York University, 4700 Keele St., North York, Ont. M3J 1P3. The deadline for applications is November 30, 1997. Further information can be obtained at <http://www.yorku.ca/deptphysi/>. York University has a policy of employment equity, including affirmative action for women, aboriginal persons, persons with disabilities and members of visible minorities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOMMODATIONS

SABBATICAL RENT - Our house on Salt Spring Island is available for Sabbatical Rentals from the end of September to the end of June. The house is on 12 acres and is approximately 2,000 sq. ft. split between the main floor and the walkout basement. The Great Room has tongue and groove yellow maple on the walls and ceiling, the two bedrooms upstairs are very large and

there is a small Sauna in the basement area along with an open fire place, heated by an iron stove, and another bedroom. There is a wrap around deck of some 100 sq. ft. with views over the channel to Prevost Island. The house is fully furnished and equipped, all that you need to bring is your own food and drink. The cost including all utilities but exclusive of long distance phone charges is \$1,200 per month. Enquiries to Gillian Taylor, Ph. 403 476 5887, Email lyl@msnet.net, Fax 403 476 5887.

SABBATICAL RENT - Firenzelli, Historic Centre attractive one-bedroom apartment, sleeps 2-3. Monthly Italian Lira 1,500,000 a unit, weekly 700,000 all inc. - Spezzotto 011-335-245-739.

CENTRAL LONDON (UK) - furnished studio apartment available for rent September to December 1997 and May to December 1998 inclusive. Email vlboron@london.mun.ca.

SABBATICAL RENT - Lyon France, a great university center near Alps and Mediterranean Sea, complete upper floor furnished in a private house, three bedrooms, access to enclosed garden, parking, residential district, 1000 ft. per month, electricity, heating and phone not included. Vacant immediately. Contact Mr. Castell 1436 Rang St-Joseph, Saint-Joe (Quebec), G1E 3J9 or phone 418-877-8574.

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CAUT BULLETIN



ASSISTANT PROFESSOR DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia is recruiting for a tenure-track position at the rank of Assistant Professor. The initial funding for this position will arise from a chair for Women in Science and Engineering funded by the Natural Sciences and Engineering Research Council of Canada and IBM Canada, and recently awarded to Maria Kiawe.

The goal of this chair is to significantly increase the participation of women in Computer Science and other areas related to Information Technology.

One of the University's highest academic priorities is to continue to build a leading centre in Computer Science and outstanding candidates are sought to participate in this effort. Applicants must demonstrate exceptional research potential and teaching ability. The Department will consider outstanding applicants over a wide range of areas of Computer Science research. The Department has particular interest in recruiting in the areas of databases, software engineering, computational biology, human-computer interaction, multimedia, educational technology, computer architecture and scientific computation. The successful candidate is expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. The successful candidate must demonstrate outstanding potential for participating in the activities associated with the chair described above, including serving as a mentor to attract, retain and inspire women in Computer Science. A PhD or equivalent in Computer Science or related area is required. The position is subject to availability of funding and is available as of July 1, 1998. Salary will be commensurate with experience.

The University of British Columbia is situated on the tip of a peninsula, is surrounded by beaches, lush green forest, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location offers a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city.

Applicants should submit their resume and the names of at least three references to Nick Pippenger, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4. Applications will be accepted until January 15, 1998. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.



HUMAN NUTRITION SCHOOL OF FAMILY & NUTRITIONAL SCIENCES

Assistant (beyond entry level) or Associate Professor, tenure track position. Ph.D. in Nutritional Sciences or a related discipline required; expertise in metabolic aspects of human nutrition preferred. Proven record of high quality teaching, and excellence and independence in research (including continued success in obtaining research funding from major agencies such as NSERC or MRC) will be major criteria in selection. The successful candidate will be expected to teach both undergraduate and graduate level courses in nutritional sciences; to supervise graduate students; and to develop an active and independent research program. Undergraduate programs are offered in nutritional sciences and in dietetics, as well as graduate programs in human nutrition leading to the M.Sc. and Ph.D. degrees.

Opportunities exist for collaborative research with colleagues within the School's Division of Human Nutrition as well as those in such groups as Animal Science, Food Science, Medicine, and Human Kinetics. Applicants should submit a curriculum vitae, names and addresses of at least three referees, copies of representative publications, and a description of current scholarly activities to:

The Director
School of Family and Nutritional Sciences
The University of British Columbia
2205 East Mall
Vancouver, B.C. V6T 1Z4 Canada
Phone: (604) 822-6518 Fax: (604) 822-5143
E-mail: fnsc@umtg.ubc.ca

Closing date for applications: December 31, 1997. Anticipated starting date: July 1, 1998. The position is subject to final budget approval.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



FACULTY OF ARTS AND SCIENCE DEPARTMENT OF PHYSICAL EDUCATION ASSISTANT PROFESSOR

Assistant Professor: probationary (tenure-track) beginning July 1, 1998, subject to budgetary approval.

A Ph.D. is required by the appointment date. Post-doctoral experience, teaching experience and the ability to develop an externally-funded research program are assets. The appointee will be expected to teach lower and upper level theory and physical activity courses.

The Department of Physical Education uses a multi-disciplinary approach to Wellness, Human Performance and Recreation/Leisure Studies, focusing on wellness and physical activity involvement throughout the lifespan at all levels of participation. The appointee will be expected to teach a variety of courses from among the Humanities areas of the discipline of Physical Education including History, Philosophy, Wellness, and Leadership.

The University aspires to hire individuals who have demonstrated potential for and a commitment to excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment.

The current minimum salary for an Assistant Professor is \$38,097.00 per annum.

Applicants must submit a letter of application, a curriculum vitae, transcripts, short statement of teaching philosophy, a statement of a proposed three-year research plan, a maximum of three important and/or recent publications, and the names of three references. The applicant must arrange for this material and the three letters of reference to be sent directly to: Dr. Dayna Daniels, Chair, Department of Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2680, E-Mail: daniels@gl.uleth.ca. The closing date for applications is October 31, 1997.

Rationalization is a Recipe for Disaster

BILL BRUNEAU

AT FIRST, IN THE LATE 1980S AND EARLY 1990s, the Nova Scotia government talked about funding cuts, but not about "quality control." With declining transfer payments, the government claimed it had little choice. If health and education were to survive as public services there would either have to be tax increases or funding cuts — or both.

It cur.

Then the tone changed. The government (under both Cameron and Savage) decided that it, and it alone knew best. It was time not just to cut but also to rethink health, review social services and rationalize universities.

From that moment the history of "rationalization" in Nova Scotia became an illustration of a fundamental truth in public policy analysis. If you're government, if your outlook is all about accounting (but not about the real business of health, social services and education), and if you're in a hurry — then you will make policies whose consequences are unintended, unexpected and occasionally disastrous.

OVER the past 10 years the provincial government and the Nova Scotia Council on Higher Education have written a new chapter in the history of the "Department of Unintended Consequences." It's a long and colourful chapter all about the government's tremendous desire to move abruptly from cuts to control.

The consequences? In 1997 the entire public sector in Nova Scotia leaves behind a half-decade of wage rollbacks and freezes. The entire sector will bargain hard — and not just for money, but to restore proper levels of public service in health, social services and education. Hundreds of con-



tracts will have to be rewritten and reconceptualized. The disputes may well be intense and negotiations difficult. Yet Nova Scotia has the services of only a half-dozen conciliation officers. We add this to "the chapter."

Meanwhile, as the cuts deepen, university tuition fees in Nova Scotia have risen and continue to rise. Too many students find themselves working full-time as they try to complete full-time programs of study. Is this "all about raising the quality of Nova Scotia higher education"? The voters have not been fooled, and the government's popularity has declined steadily all through the cuts and the rationalization exercises. Add more sections to "the chapter."

The overall cuts have produced unseemly brawls among university presidents (an intended consequence? — if presi-

dents are fighting one another, they are obviously not fighting the government).

The "rationalization" exercise in education, computing and business has led to new charges on the public purse: teaching facilities for massively and unexpectedly enlarged programs, office spaces for displaced professors, not to mention the cost of early retirement incentive programs for still others, and the immense amount of time devoted to bureaucratic exercises.

But beyond the money, rationalization and wage-freezes have produced a governance crisis. Government actions have ignored academic senates, and used boards of governors as pawns.

Students and their families have realized very little, if any, benefit from these 10 years of cuts, control and rationalization. The consequences are a weakened university government, undermining of participatory decision-making

by professors and researchers, increasingly unaccountable leadership in the universities and reduced access to higher education.

IN all of this, the first and last defence for faculty members has been their associations and unions. The typical professor hopes for the day when proper funding is restored and when autonomous self-government has become strong again. But in the meantime, the negotiation of fair safeguards for individual and collective rights has fallen to our associations and unions.

And, in one of the most unexpected of all consequences, the Nova Scotia government has managed to show, as few of us could, how academic freedom and collective bargaining are surely linked. ■

La rationalisation des universités en Nouvelle-Écosse : la recette d'un désastre

VERS LA FIN DES ANNÉES 1980 ET LE DÉBUT DES années 1990, le gouvernement de Nouvelle-Écosse parlait avant tout de compressions budgétaires. Il n'était pas question alors de «contrôle de la qualité». Toutefois, face à une réduction des paiements de transfert, le gouvernement a prétendu qu'il n'avait pas beaucoup le choix. Pour que la santé et l'éducation survivent en tant que services publics, il fallait soit augmenter les impôts, soit réduire le financement, ou les deux.

Il a choisi les compressions.

Puis, le ton a changé. Tour à tour, les gouvernements Cameron et Savage ont décidé qu'ils savaient mieux que personne ce qu'il fallait faire. Le moment était donc venu de redéfinir les services de santé, de revoir les programmes sociaux et de rationaliser les universités.

À partir de ce moment, l'histoire de la «rationalisation» en Nouvelle-Écosse illustre une vérité fondamentale de l'analyse de la gestion publique. Si vous êtes un gouvernement préoccupé plus par la comptabilité que par les vraies questions comme la santé, les services sociaux et l'éducation, et si vous êtes pressé, vous prenez alors des décisions dont les conséquences sont involontaires, inattendues et, parfois, désastreuses.

DEPUIS dix ans, le gouvernement provincial et le Nova Scotia Council on Higher Education ont écrit un nouveau chapitre sur l'histoire du «Ministère des conséquences involontaires», un chapitre long et coloré sur le formidable désir du gouvernement de passer brusquement des compressions au contrôle.

Les conséquences? En 1997, tout le secteur public de la Nouvelle-Écosse laisse derrière lui cinq ans de gel et de compressions salariales. L'aspect financier n'est pas le seul qui importe : le secteur public négociera ferme pour rétablir les services publics de la santé, des programmes sociaux et de l'éducation à des niveaux suffisants. Il faudra rédiger et concevoir de nouveau des centaines de contrats. Les différends seront peut-être intenses et les négociations, difficiles. Pourtant, le gouvernement dispose des services d'une demi-douzaine seulement d'agents de conciliation! Nous ajoutons ces faits au «chapitre des Conséquences involontaires».

Pendant ce temps, à mesure que les compressions augmentaient, les droits de scolarité des universités de la province grimpaient. Ils sont d'ailleurs toujours en hausse. Trop d'étudiants se trouvent à travailler à temps plein tout en essayant de terminer un programme d'études à temps plein. Est-ce bien là l'idée de hausser la qualité de l'enseignement supérieur en Nouvelle-Écosse? Les électeurs ne s'y sont pas trompés et la popularité du gouvernement a chuté constamment pendant tout l'exercice de rationalisation et de compressions. Ajoutons-en encore à ce «chapitre».

L'ensemble des compressions a engendré d'inconvenantes querelles entre les recteurs d'université. (Est-ce aussi une conséquence involontaire? Car, pendant que les recteurs se chamaillent entre eux, ils ne peuvent pas s'en prendre au gouvernement évidemment.)

L'exercice de rationalisation en éducation, en informatique et en administration a entraîné de nouveaux coûts pour le trésor public : de l'équipement en éducation pour des pro-

grammes qui ont augmenté massivement et de façon inattendue, des bureaux supplémentaires pour les professeurs mutés, sans oublier le coût des programmes d'incitation à la retraite anticipée pour d'autres professeurs et les innombrables heutes consacrées aux exercices bureaucratiques.

Au-delà de l'aspect financier cependant, la rationalisation et les gels de salaires ont provoqué une crise de direction. Avec ses mesures, le gouvernement n'a pas tenu compte des conseils d'université et a manœuvré les conseils d'administration.

Les étudiants et leur famille ont tiré très peu d'avantages, sinon rien du tout, de ces dix ans de compressions, de contrôle et de rationalisation. Il en a résulté une direction universitaire affaiblie, une participation diminuée des professeurs et des chercheurs à la prise de décision, une autorité de moins en moins comptable dans les universités et l'accès réduit à l'enseignement supérieur.

TOUT au long de cet exercice, les associations et les syndicats des professeurs ont été leurs premiers et leurs derniers défenseurs. Le professeur type espère le jour où l'on rétablira le financement à un niveau suffisant et où la direction autonome des universités sera de nouveau forte. Dans l'intervalle, cependant, la négociation de garanties justes pour les droits individuels et collectifs incombera à nos associations et à nos syndicats.

Parmi l'une de toutes ces conséquences inattendues, le gouvernement de Nouvelle-Écosse a réussi à prouver comment la liberté universitaire et la négociation collective sont bien liées, ce que peu d'entre nous pourrions faire. ■